

Exhibit 1

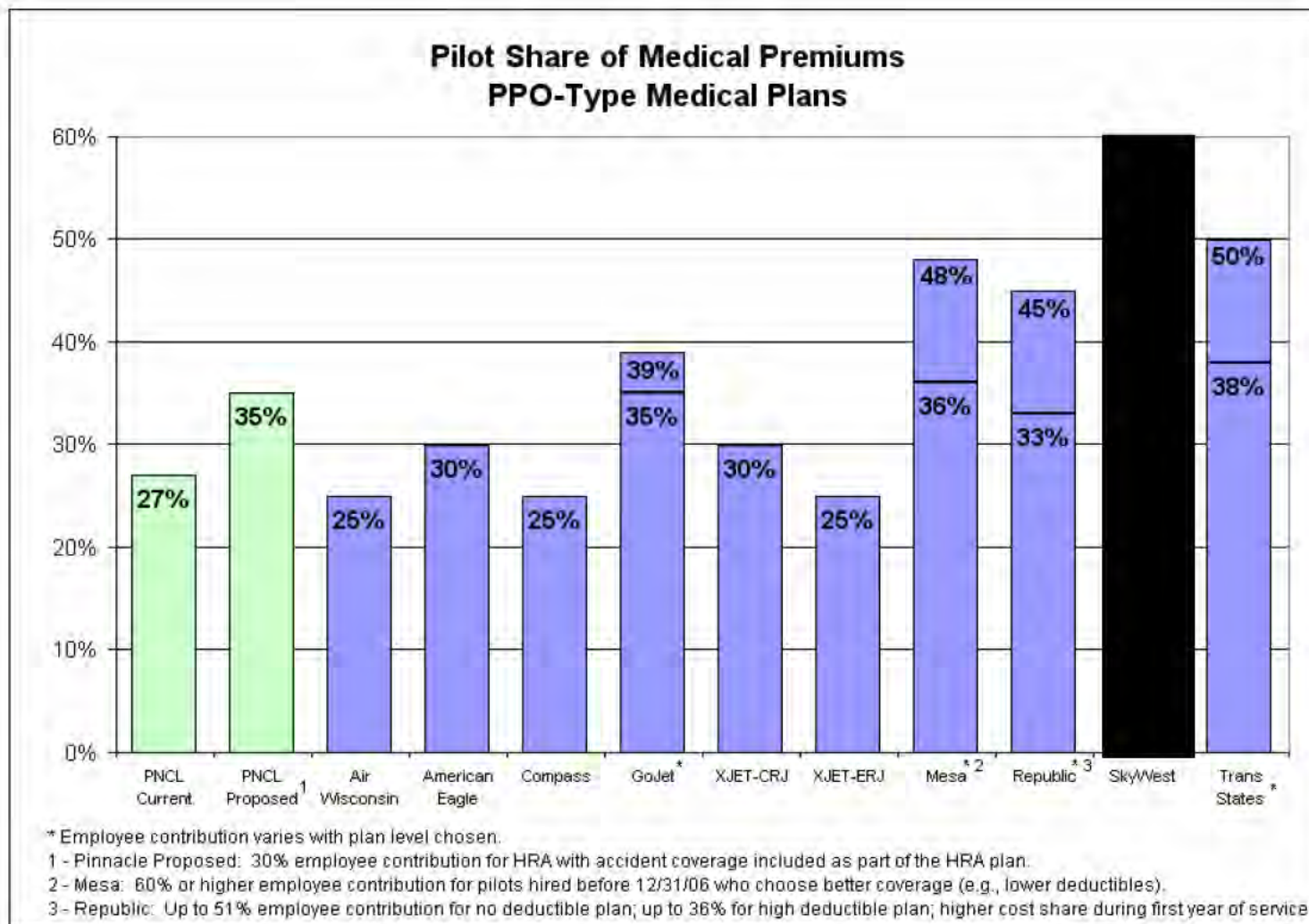


Exhibit 2

From: pclmec-fastread@ames.alpa.org
Date: Thu, 23 Feb 2012 02:22:04 +0000
To: pclmec-fastread<pclmec-fastread@ames.alpa.org>
ReplyTo: "pclmec-fastread" <pclmec-fastread@ames.alpa.org>
Subject: Special Hotline: Negotiations Update

ALPA: The Pilots Union

Negotiating Update

The Negotiating Committee met with the Company on February 21 – 22. We have been able to reach agreement on the changes we feel are necessary to Section 24 (Filling of Vacancies) on both a temporary and permanent basis. The only remaining issue in that area is the valuation of the savings.

As we have previously reported, the Company is also seeking a permanent 5% wage reduction. ALPA does not believe there is a need for a permanent wage reduction, and we are apart on that issue. We believe that a case can be made for a targeted wage cut with snapbacks to our current pay scales. In addition, there are potential contract amendments that could save the Company money and also benefit the pilots, and we are willing to entertain those changes in lieu of a greater wage cut.

The other key pieces of a potential restructuring agreement are: 1) "upside" (profit sharing and post-amendable increases), and 2) bankruptcy protection language to guard against the "double dip" and to seek equitable contribution from all other labor groups. Although we have had some discussions on profit sharing, we remain apart on the potential yield. The Company is not currently proposing a post-amendable increase, but did so earlier in these negotiations. On the bankruptcy protection front, we have not yet received any meaningful proposals from the Company.

At this time, it is not clear whether we will be able to reach an agreement with the Company, but we remain committed to trying to do so.

Exhibit 3

Apportionment of ask

METHODOLOGY TO APPORTION REQUIRED SAVINGS BETWEEN WORK GROUPS - MAY 18TH ASK

Step 1. Pinnacle contract provision mark-to-market

	Pilots	FA's	Dispatchers	Salaried	Hourly
<u>Wages</u>					
Pinnacle base wage-related costs per year	\$153,208,398	\$29,587,653	\$2,416,811	\$34,739,163	\$32,839,991
% wage-related costs are above (below) DCI average (in 2013)	6.0%	(1.6%)	(2.6%)	-	(1.2%)
Value of cost disadvantage (advantage) vs. DCI average	\$9,192,504	(\$473,402)	(\$62,683)	-	(\$394,080)
<u>Work rules</u>					
Value of work rule disadvantage (advantage) vs. DCI carriers	\$6,904,721	\$233,241			
<u>Component of total 'ask' from mark-to-market</u>	<u>\$16,097,225</u>	<u>(\$240,161)</u>	<u>(\$62,683)</u>	<u>\$0</u>	<u>(\$394,080)</u>

Step 2. Equitable distribution of additional savings according to relative size of cost base

Total additional ask required after mark-to-market*	\$17,094,673	\$3,823,333	\$294,022	\$4,369,376	\$4,898,098
Pinnacle cost base (SW&B all-in) per year	\$181,385,538	\$38,328,539	\$3,182,979	\$42,075,696	\$39,552,303
<u>Additional ask as % of cost base</u>	<u>9.4%</u>	<u>10.0%</u>	<u>9.2%</u>	<u>10.4%</u>	<u>12.4%</u>
Total ask excluding recent concessions	\$33,191,898	\$3,583,172	\$231,339	\$2,769,376	\$2,804,018
<u>% of total ask</u>	<u>78.0%</u>	<u>8.4%</u>	<u>0.5%</u>	<u>6.5%</u>	<u>6.6%</u>

* Includes recent concessions for Salaried and Hourly

*** CONFIDENTIAL ***

Exhibit 4

Exhibit 34

Flight Attendant Pay Comparison - Pinnacle Current vs All Comparators

Airline	Pinnacle	Air Wisconsin	American Eagle	ExpressJet - CRJ (Formerly ASA)	Comair	Compass	ExpressJet - ERJ (Formerly ExpressJet)	GoJet	Mesa	Republic	SkyWest*	Trans States	OA Avg	Pinnacle vs. OA Avg (H/(L))
Union	USW	AFA	AFA	AFA	IBT		IAM	None	AFA	IBT		IBT		
Amend. Date	10/24/2016	10/1/2008	10/27/2009	7/21/2012	12/31/2010		7/31/2010	N/A	2/18/2012	9/1/2009		2/20/2013		
Effective Date	10/24/2011	10/1/2007	10/27/2008	7/21/2011	12/31/2010		8/1/2009	1/1/2012	2/18/2012	8/31/2009		2/19/2009		
Start	17.00	17.51	18.39	17.17	17.08		19.00	18.00	15.90	17.49		17.25	17.33	(1.9%)
2nd 6mos	18.19	18.49	18.39	18.56	18.11		19.00	18.00	17.05	18.58		18.25	18.16	0.2%
2	20.31	20.14	20.41	21.18	24.20		21.37	19.00	18.77	19.70		19.50	20.38	(0.4%)
3	21.67	21.48	21.05	22.86	26.27		23.10	20.50	20.11	21.11		20.50	21.74	(0.3%)
4	23.15	22.53	21.88	24.43	27.77		24.43	22.00	21.23	22.40		21.00	22.90	1.1%
5	24.18	23.71	23.67	26.01	29.35		25.69	23.00	22.54	23.71		21.75	24.17	0.0%
6	25.12	24.97	24.77	27.33	31.03		27.32	24.00	23.62	24.98		23.00	25.34	(0.9%)
7	26.04	26.58	25.83	28.12	31.75		28.69	25.00	24.43	26.29		23.50	26.30	(1.0%)
8	26.80	27.87	28.52	28.91	32.49		30.65	26.00	25.25	26.68		24.25	27.36	(2.0%)
9	27.75	29.58	29.55	29.69	33.45		31.57	27.00	25.96	27.46		25.00	28.24	(1.7%)
10	28.57	30.47	30.60	30.59	34.43		33.05	27.50	26.70	28.26		25.75	29.06	(1.7%)
11	29.37	31.32	31.62	30.93	35.94		34.13	28.00	27.18	29.24		26.50	29.83	(1.5%)
12	30.10	31.90	32.00	31.69	36.79		35.93	28.00	27.56	30.28		27.25	30.51	(1.4%)
13	30.62	32.21	32.25	32.49	37.50		36.59	28.00	27.82	30.74		28.00	30.98	(1.2%)
14	31.13	32.48	32.25	33.30	37.83		37.10	28.00	28.39	31.17		28.75	31.41	(0.9%)
15	31.74	32.79	32.25	34.14	38.15		38.00	28.00	28.69	33.07		29.50	31.99	(0.8%)
16	32.13	33.06	32.25	34.99	39.45		38.00	28.00	29.26	33.07		30.25	32.42	(0.9%)
17	32.13	33.06	32.25	35.87	40.24		38.00	28.00	29.83	33.07		30.25	32.73	(1.8%)
18	32.13	33.06	32.25	36.76	41.05		38.00	28.00	30.34	33.07		30.25	33.01	(2.7%)
19	32.13	33.06	32.25	37.68	41.05		38.00	28.00	30.34	33.07		30.25	33.16	(3.1%)
20	32.13	33.06	32.25	38.63	41.05		38.00	28.00	30.34	33.07		30.25	33.28	(3.5%)
21	32.13	33.06	32.25	38.63	41.05		38.00	28.00	30.34	33.07		30.25	33.32	(3.6%)

Future Increases	10/24/12 - 1.5% 10/24/13 - 1.0% 10/24/14 - 1.0% 10/24/15 - 1.5%	None	None	None	None		None	None	None	None		None
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***NOTES**

Air Wisconsin - In addition to maximum hourly rate above, F/A receives \$0 25/hour for each year of service after 15 years, to maximum of \$3 00/hour.

American Eagle - In addition to hourly rates above, F/A receives \$0.50/hour for each year of service over 12 years to maximum of \$2.00/hour.

ExpressJet-ERJ - F/As will be paid a \$5/hr override for all block hours flown in excess of 255 hours per calendar quarter, including vacation and deadhead, to a maximum of 330 hours, except that no incentive pay applies for block hours in excess of 110 hours in a bid month.

Republic - Covers flight attendants at Republic Airlines, Chautauqua Airlines and Shuttle America.

After reaching the top of the pay scale, F/A will receive additional \$0 50/hr. on each anniversary, up to \$2.50/hr above the top of the pay scale.

F/As hired after 2/1/99 who have >1 YOS on 9/1/05 will be advanced 1 pay step on 9/1/05.

F/As hired on/before 2/1/99 shall be advanced 5 pay steps on 9/1/05.

SkyWest

Exhibit 5

Exhibit 35

Flight Attendant Pay Comparison - Pinnacle Current vs DCI Carriers

Airline	Pinnacle	ExpressJet - CRJ (Formerly ASA)	Comair	Compass	GoJet	Republic	SkyWest*	OA Avg	Pinnacle vs. OA Avg (H/(L))
Union	USW	AFA	IBT		None	IBT			
Amend. Date	10/24/2016	7/21/2012	12/31/2010		N/A	9/1/2009			
Effective Date	10/24/2011	7/21/2011	12/31/2010		1/1/2012	8/31/2009			
Start	17.00	17.17	17.08		18.00	17.49		17.10	(0.6%)
2nd times	18.19	18.56	18.11		18.00	18.58		18.09	0.5%
2	20.31	21.18	24.20		19.00	19.70		20.67	(1.7%)
3	21.67	22.86	26.27		20.50	21.11		22.15	(2.2%)
4	23.15	24.43	27.77		22.00	22.40		23.48	(1.4%)
5	24.18	26.01	29.35		23.00	23.71		24.76	(2.3%)
6	25.12	27.33	31.03		24.00	24.98		25.84	(2.8%)
7	26.04	28.12	31.75		25.00	26.29		26.71	(2.5%)
8	26.80	28.91	32.49		26.00	26.68		27.40	(2.2%)
9	27.75	29.69	33.45		27.00	27.46		28.16	(1.5%)
10	28.57	30.59	34.43		27.50	28.26		28.85	(1.0%)
11	29.37	30.93	35.94		28.00	29.24		29.56	(0.6%)
12	30.10	31.69	36.79		28.00	30.28		30.17	(0.2%)
13	30.62	32.49	37.50		28.00	30.74		30.66	(0.1%)
14	31.13	33.30	37.83		28.00	31.17		31.09	0.1%
15	31.74	34.14	38.15		28.00	33.07		31.77	(0.1%)
16	32.13	34.99	39.45		28.00	33.07		32.30	(0.5%)
17	32.13	35.87	40.24		28.00	33.07		32.77	(1.9%)
18	32.13	36.76	41.05		28.00	33.07		33.20	(3.2%)
19	32.13	37.68	41.05		28.00	33.07		33.48	(4.0%)
20	32.13	38.63	41.05		28.00	33.07		33.71	(4.7%)
21	32.13	38.63	41.05		28.00	33.07		33.77	(4.9%)

Future Increases	10/24/12 - 1.5%	None	None		None	None	
	10/24/13 - 1.0%						
	10/24/14 - 1.0%						
	10/24/15 - 1.5%						

***NOTES**

Republic - Covers flight attendants at Republic Airlines, Chautauqua Airlines and Shuttle America.

After reaching the top of the pay scale, F/A will receive additional \$0.50/hr. on each anniversary, up to \$2.50/hr above the top of the pay scale.

F/As hired after 2/1/99 who have >1 YOS on 9/1/05 will be advanced 1 pay step on 9/1/05.

F/As hired on/before 2/1/99 shall be advanced 5 pay steps on 9/1/05.

SkyWest -

Exhibit 6

Exhibit 36

Flight Attendant Pay Comparison Pinnacle Current vs Compass and GoJet

<i>Airline</i>	Pinnacle	Compass	Pinnacle	GoJet	Pinnacle
<i>Union</i>	USW		vs. Compass	None	vs. GoJet
<i>Amend. Date</i>	10/24/2016			N/A	(H/(L))
Effective Date	10/24/2011			1/1/2012	
Start	17.00			18.00	(5.6%)
2nd 6mos	18.19			18.00	1.1%
2	20.31			19.00	6.9%
3	21.67			20.50	5.7%
4	23.15			22.00	5.2%
5	24.18			23.00	5.1%
6	25.12			24.00	4.7%
7	26.04			25.00	4.2%
8	26.80			26.00	3.1%
9	27.75			27.00	2.8%
10	28.57			27.50	3.9%
11	29.37			28.00	4.9%
12	30.10			28.00	7.5%
13	30.62			28.00	9.4%
14	31.13			28.00	11.2%
15	31.74			28.00	13.4%
16	32.13			28.00	14.8%

Note: Cells shaded in grey indicate the top of scale (TOS) rates.

Exhibit 7

Exhibit 37

Flight Attendant Pay Comparison Pinnacle Proposed vs DCI Carriers

Airline	Pinnacle Proposed	ExpressJet - CRJ (Formerly ASA)	Comair	Compass	GoJet	Republic	SkyWest*	OA Avg	Pinnacle vs. OA Avg (H/(L))
Union Amend. Date	AFA 12/31/2018	AFA 7/21/2012	IBT 12/31/2010		None N/A	IBT 9/1/2009			
Effective Date	DOS	7/21/2011	12/31/2010		1/1/2012	8/31/2009			
Start	16.15	17.17	17.08		18.00	17.49		17.10	(5.6%)
2nd 6mos	17.28	18.56	18.11		18.00	18.58		18.09	(4.5%)
2	19.29	21.18	24.20		19.00	19.70		20.67	(6.7%)
3	20.59	22.86	26.27		20.50	21.11		22.15	(7.0%)
4	21.99	24.43	27.77		22.00	22.40		23.48	(6.3%)
5	22.97	26.01	29.35		23.00	23.71		24.76	(7.2%)
6	23.86	27.33	31.03		24.00	24.98		25.84	(7.7%)
7	24.74	28.12	31.75		25.00	26.29		26.71	(7.4%)
8	25.46	28.91	32.49		26.00	26.68		27.40	(7.1%)
9	26.36	29.69	33.45		27.00	27.46		28.16	(6.4%)
10	27.14	30.59	34.43		27.50	28.26		28.85	(5.9%)
11	27.90	30.93	35.94		28.00	29.24		29.56	(5.6%)
12	28.60	31.69	36.79		28.00	30.28		30.17	(5.2%)
13	28.60	32.49	37.50		28.00	30.74		30.66	(6.7%)
14	28.60	33.30	37.83		28.00	31.17		31.09	(8.0%)
15	28.60	34.14	38.15		28.00	33.07		31.77	(10.0%)
16	28.60	34.99	39.45		28.00	33.07		32.30	(11.5%)
17	28.60	35.87	40.24		28.00	33.07		32.77	(12.7%)
18	28.60	36.76	41.05		28.00	33.07		33.20	(13.9%)
19	28.60	37.68	41.05		28.00	33.07		33.48	(14.6%)
20	28.60	38.63	41.05		28.00	33.07		33.71	(15.1%)
21	28.60	38.63	41.05		28.00	33.07		33.77	(15.3%)

Future Increases	1/1/2014 - 1.5%	None	None		None	None	
	1/1/2015 - 1.5%						
	1/1/2016 - 1.5%						
	1/1/2017 - 1.5%						
	1/1/2018 - 1.5%						

***NOTES**

Republic - Covers flight attendants at Republic Airlines, Chautauqua Airlines and Shuttle America.

After reaching the top of the pay scale, F/A will receive additional \$0.50/hr. on each anniversary, up to \$2.50/hr above the top of the pay scale.

F/As hired after 2/1/99 who have >1 YOS on 9/1/05 will be advanced 1 pay step on 9/1/05.

F/As hired on/before 2/1/99 shall be advanced 5 pay steps on 9/1/05.

SkyWest -

Exhibit 8

Position	2010 Seabury Data – All Companies				Seabury Data aged to 2012*				Pinnacle 2012 Ranges and Avg by Position				Comparison
	25%tile	Average	Median	75%tile	25%tile	Average	Median	75%tile					
CEO	\$ 341,250	\$ 470,625	\$ 425,000	\$ 562,500	\$ 353,535	\$ 487,568	\$ 440,300	\$ 582,750					\$
CFO	\$ 180,000	\$ 284,601	\$ 225,000	\$ 375,000	\$ 186,480	\$ 294,847	\$ 233,100	\$ 388,500					\$
General Counsel	\$ 217,500	\$ 331,250	\$ 350,000	\$ 418,750	\$ 225,330	\$ 343,175	\$ 362,600	\$ 433,825					\$
VP, Tech Ops	\$ 147,250	\$ 178,919	\$ 156,000	\$ 224,000	\$ 152,551	\$ 185,360	\$ 161,616	\$ 232,064	\$				\$
VP, Safety	\$ 102,410	\$ 144,227	\$ 117,997	\$ 184,250	\$ 106,097	\$ 149,419	\$ 122,245	\$ 190,883	\$				\$
VP, Perf Engineering	\$ 138,750	\$ 99,769	\$ 176,847	\$ 234,673	\$ 143,745	\$ 103,361	\$ 183,213	\$ 243,121	\$				\$
VP, People	\$ 116,250	\$ 195,432	\$ 313,600	\$ 247,400	\$ 120,435	\$ 202,468	\$ 324,890	\$ 256,306	\$				\$
VP, Manpower Planning	\$ 113,000	\$ 160,125	\$ 170,000	\$ 259,188	\$ 117,068	\$ 165,890	\$ 176,120	\$ 268,519	\$				\$
VP, Labor Relations	\$ 124,022	\$ 179,239	\$ 135,200	\$ 196,367	\$ 128,487	\$ 185,692	\$ 140,067	\$ 203,436	\$				\$
VP, Inflight	\$ 67,325	\$ 135,887	\$ 86,000	\$ 167,875	\$ 69,749	\$ 140,779	\$ 89,096	\$ 173,919	\$				\$
VP, Flight Ops	\$ 112,200	\$ 162,507	\$ 150,000	\$ 226,266	\$ 116,239	\$ 168,357	\$ 155,400	\$ 234,412	\$				\$
VP, Finance/FP&A	\$ 126,344	\$ 166,511	\$ 150,000	\$ 194,525	\$ 130,892	\$ 172,505	\$ 155,400	\$ 201,528	\$				\$
VP, Finance/Controller	\$ 112,295	\$ 189,994	\$ 180,000	\$ 236,276	\$ 116,338	\$ 196,834	\$ 186,480	\$ 244,782	\$				\$
Treasurer	\$ 194,000	\$ 243,980	\$ 220,667	\$ 316,500	\$ 200,984	\$ 252,763	\$ 228,611	\$ 327,894	\$				\$
Manager, Recruiting/Employment	\$ 66,393	\$ 114,579	\$ 67,000	\$ 191,500	\$ 68,783	\$ 118,704	\$ 69,412	\$ 198,394	\$				\$
Manager, Mx Control	\$ 66,375	\$ 90,098	\$ 72,816	\$ 105,148	\$ 68,765	\$ 93,342	\$ 75,437	\$ 108,933	\$				\$
Manager, Line Mx	\$ 84,023	\$ 116,668	\$ 92,125	\$ 125,972	\$ 87,048	\$ 120,868	\$ 95,442	\$ 130,507	\$				\$
Manager, Inflight Base	\$ 47,384	\$ 64,425	\$ 66,300	\$ 72,000	\$ 49,090	\$ 66,744	\$ 68,687	\$ 74,592	\$				\$
Manager, Flight Standards	\$ 104,288	\$ 135,707	\$ 113,562	\$ 150,340	\$ 108,042	\$ 140,592	\$ 117,650	\$ 155,752	\$				\$
Manager, Employee Relations	\$ 59,732	\$ 116,909	\$ 97,532	\$ 142,500	\$ 61,882	\$ 121,118	\$ 101,043	\$ 147,630	\$				\$
Manager, Base Mx	\$ 73,733	\$ 122,864	\$ 75,919	\$ 165,972	\$ 76,387	\$ 127,287	\$ 78,652	\$ 171,947	\$				\$
Division Controller	\$ 70,640	\$ 78,080	\$ 78,000	\$ 80,000	\$ 73,183	\$ 80,891	\$ 80,808	\$ 82,880	\$				\$
Director, Tech Ops	\$ 109,972	\$ 155,539	\$ 116,000	\$ 154,484	\$ 113,931	\$ 161,138	\$ 120,176	\$ 160,045	\$				\$
Director, Tax	\$ 91,670	\$ 146,341	\$ 120,000	\$ 144,000	\$ 94,970	\$ 151,609	\$ 124,320	\$ 149,184	\$				\$
Director, SOC	\$ 102,872	\$ 119,480	\$ 118,900	\$ 141,675	\$ 106,575	\$ 123,781	\$ 123,180	\$ 146,775	\$				\$
Director, Security/Safety	\$ 79,800	\$ 118,160	\$ 83,657	\$ 169,000	\$ 82,673	\$ 122,414	\$ 86,669	\$ 175,084	\$				\$
Director, Scheduling	\$ 70,301	\$ 111,672	\$ 76,500	\$ 114,175	\$ 72,832	\$ 115,692	\$ 79,254	\$ 118,285	\$				\$
Director, Quality Assurance	\$ 69,817	\$ 98,095	\$ 83,034	\$ 127,000	\$ 72,330	\$ 101,626	\$ 86,023	\$ 131,572	\$				\$
Director, Purchasing	\$ 54,860	\$ 122,972	\$ 73,000	\$ 120,700	\$ 56,835	\$ 127,399	\$ 75,628	\$ 125,045	\$				\$
Director, Materials	\$ 76,731	\$ 110,063	\$ 121,677	\$ 138,500	\$ 79,493	\$ 114,025	\$ 126,057	\$ 143,486	\$				\$
Director, FP&A	\$ 78,725	\$ 110,807	\$ 115,400	\$ 129,565	\$ 81,559	\$ 114,796	\$ 119,554	\$ 134,229	\$				\$
Director, Facilities	\$ 80,000	\$ 137,225	\$ 88,979	\$ 230,225	\$ 82,880	\$ 142,165	\$ 92,182	\$ 238,513	\$				\$
Director, Engineering	\$ 95,563	\$ 120,292	\$ 111,000	\$ 148,959	\$ 99,003	\$ 124,623	\$ 114,996	\$ 154,322	\$				\$
Director, Crew Planning	\$ 67,778	\$ 102,127	\$ 76,359	\$ 112,193	\$ 70,218	\$ 105,804	\$ 79,108	\$ 116,232	\$				\$
Director, Corp Comm	\$ 86,595	\$ 174,510	\$ 134,000	\$ 180,000	\$ 89,712	\$ 180,792	\$ 138,824	\$ 186,480	\$				\$
Director, Audit	\$	\$ 174,400	\$ 182,500		\$	\$ 180,678	\$ 189,070	\$	\$				\$
Chief Pilot	\$ 87,000	\$ 128,751	\$ 106,660	\$ 139,190	\$ 90,132	\$ 133,386	\$ 110,500	\$ 144,201	\$				\$

*Aged 3.6% – same as SSA COLA

*Average = Average Actual Pay in position

Exhibit 9

**UNITED STATES BANKRUPTCY COURT
SOUTHERN DISTRICT OF NEW YORK**

In re:

PINNACLE AIRLINES CORP., *et al.*,

Debtors.

Chapter 11

Case No. 12-11343 (REG)

(Jointly Administered)

CONFIDENTIAL – SUBJECT TO BANKRUPTCY COURT ORDER

EXHIBIT 9 TO THE REPLY DECLARATION OF JERROLD A. GLASS IN SUPPORT OF DEBTORS' MOTION TO REJECT COLLECTIVE BARGAINING AGREEMENTS WITH THE AIR LINE PILOTS ASSOCIATION, INTERNATIONAL AND THE ASSOCIATION OF FLIGHT ATTENDANTS-CWA PURSUANT TO 11 U.S.C. § 1113 AND ACCOMPANYING EXHIBITS HAVE BEEN FILED ON OCTOBER 12, 2012 PURSUANT TO ORDERS OF THE BANKRUPTCY COURT, DATED JUNE 20, 2012, DIRECTING THAT THE MATERIAL HEREIN BE FILED UNDER SEAL.

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Exhibit 10

**Pinnacle vs Delta Connection Carriers - Flight Attendant
Additional Work Rules Surveyed**

Airline	Pinnacle	ExpressJet - CRJ (Formerly ASA)	Comair	Compass	GoJet	Republic	SkyWest
Union	AFA	AFA	IBT			IBT	
Amend. Date	10/24/2016	7/21/2012	12/31/2010			9/1/2009	
Minimum Credits	§18.F; §18.H; §5.M.3 <u>Minimum Daily Credit</u> •4 hours for single duty period trip published in the pairing package. •Airport Reserve – 4 hours. •CDO – 4 hours. (Not applicable to pure CDO lines.) <u>Duty Period Credit</u> None <u>Trip Hour Credit</u> None	§5.C; MOU – PBS Vendor Change <u>Minimum Daily Credit</u> •3:86 per calendar day of duty or calendar day away from domicile; Not applicable to training or CDOs/Naps. •4 hours - ready reserves. <u>Duty Period Credit</u> •1:2 – duty periods up to 12 hours •1:1 – duty time after 12 hours •Not applicable to training. <u>Trip Hour Credit</u> None	§3.D; §3.K; §23.I.2 <u>Minimum Daily Credit</u> •4:20 average per duty day, calculated on a bid period basis. •4 hours – CDOs that are not part of a CDO line. <u>Duty Period Credit</u> 1:2, calculated on a bid period basis <u>Trip Hour Credit</u> 1:3¾, calculated on a bid period basis			Art. 3.I <u>Minimum Daily Credit</u> •Reserve – 4 hours per day. •Hot Reserve* – 5 hours per day. <u>Duty Period Credit</u> None <u>Trip Hour Credit</u> None <i>**“Hot Reserve” – means a period of time when a Flight Attendant is required to be on reserve at her base airport or in another base airport.</i>	
Monthly Pay Cap	None	None	2006 Extension LOA, Par. I-K; §23.Q.5 •Trip adds/ trades will not be approved if the line credit value exceeds 97 hours. •May not exceed 100 flight hours except to complete an assignment.			None	
Distance Learning / Home Study	§12.A.8 <u>Distance Learning/ Home Study required by FAA</u> Paid 50% of the FAA credit hours for each hour of FAA training, for minimum of 4 hours per day. Home Study training is paid above guarantee.	§5.E <u>Home Study</u> 3.5 hours for each 8 hours of training credit earned.	§3.E; 2006 Extension LOA, Par. T <u>Home Study</u> F/As paid and credited 1 hour of flight pay for every 2½ hours.			Art. 3.J; Art. 3.A.3 <u>Home Study</u> F/A is paid and credited with 1 hour of flight pay for every 2 hours.	

**Pinnacle vs Delta Connection Carriers - Flight Attendant
Additional Work Rules Surveyed**

Airline	Pinnacle	ExpressJet - CRJ (Formerly ASA)	Comair	Compass	GoJet	Republic	SkyWest
Union	AFA	AFA	IBT			IBT	
Amend. Date	10/24/2016	7/21/2012	12/31/2010			9/1/2009	
Training Pay	<p>\$12.A <u>Classroom</u> 4 hours pay and credit per day.</p> <p><u>Distance Learning/ Home Study required by FAA</u> Paid 50% of the FAA credit hours for each hour of FAA training, for minimum of 4 hours per day. Home Study training is paid above guarantee.</p>	<p>\$5.E <u>Other than Initial Training</u> •3¼ hour per 8 hours of training for first 16 hours annually. •3½ hour per 8 hours of training after 16 hours annually. •Greater of above pay or trips missed if assigned after bid awards.</p> <p><u>Home Study</u> 3.5 hours for each 8 hours of training credit earned.</p>	<p>\$3.E; 2006 Extension LOA, Par. T •2.25 hours pay - less than 5 hours of classroom training. •4.5 hours pay - 5 or more hours of classroom training.</p> <p><u>Home Study</u> F/As paid and credited 1 hour of flight pay for every 2½ hours.</p> <p><u>IOE/Line Checks</u> Credited and paid at applicable pay rate.</p> <p><u>New Hire</u> Provided lodging and paid \$250 after successful completion of 2 weeks' training plus \$250 after successful completion of initial ground training.</p>			<p>Art. 3.J; Art. 3.A.3 <u>Recurrent</u> Paid 4 hours of flight pay for up to 6 days in the year.</p> <p><u>Home Study</u> F/A is paid and credited with 1 hour of flight pay for every 2 hours.</p> <p><u>Line checks and IOE</u> Paid in accordance with normal compensation.</p> <p><u>New Hire</u> Applicable minimum wage rate for all hours worked for first 3 weeks of new hire training.</p>	
Line Construction Range	<p>\$5.E <u>Maximum</u> •100 credit hours scheduled •105 hours scheduled at Company option up to 4 months per year.</p> <p><i>Maximums do not include operational changes made during the month to a FA's schedule such as reassignment, an extension or junior manning assignment</i></p>	<p>\$7.D <u>Maximum</u> 97 credit hours</p> <p><u>Minimum</u> 75 credit hours</p>	<p>2006 Extension LOA, Par. F</p> <p><u>Maximum</u> 91 credit hours</p> <p><u>Minimum</u> 81 credit hours</p> <p>Company has option to increase or decrease by 3 hours in any bid period.</p>			<p>Art. 6.E.3.a <u>Maximum</u> 92 credit hours*</p> <p><u>Minimum</u> 75 credit hours</p> <p><i>*With implementation of PBS creating regular lines to allow for low time schedules, average time and high time schedules, Max will increase to 100 credit hours.</i></p>	

Airline	Pinnacle	ExpressJet - CRJ (Formerly ASA)	Comair	Compass	GoJet	Republic	SkyWest
Union	AFA	AFA	IBT			IBT	
Amend. Date	10/24/2016	7/21/2012	12/31/2010			9/1/2009	
Maximum On Duty Time	<p>§6.F <u>Scheduled</u> 14 hours</p> <p><u>Actual</u> 16 hours actual duty time w/o F/A approval.</p>	<p>§9.B.3-4 <u>Scheduled</u> •14 hours •12 hours scheduled after receiving less than 9 hours of rest after duty ending away from domicile.</p> <p><u>Actual</u> 16 hours</p> <p><i>*May volunteer to complete a flight that would exceed duty limits. *May exceed duty limits to deadhead to/from training.</i></p>	<p>§23.P.3; §23.P.8 <u>Scheduled Report</u> <u>Max Duty</u> 0500-1500 13½ hours 1501-2200 13 hours 2201-0459 11 hours</p> <p><u>Actual Report</u> <u>Max Duty</u> 0500-1500 14½ hours 1501-2200 14 hours 2201-0459 12½ hours</p> <p>•F/A has the option to remain for an additional hour over actual limits in order to complete an assignment. •Duty limits are reduced following reduced rest periods. •CDOs scheduled to a maximum of 14 duty hours.</p>			<p>Art. 24.B; Art. 6.E.3.c.iii <u>Scheduled</u> •14 hours •10 hours after reduced rest overnight. •Trips in pure CDO lines are scheduled with a minimum of 5 hours of ground time, block-in to block-out. If less than 4 hours of ground time is realized, a F/A must have 12 hours off duty during next scheduled rest period.</p> <p><u>Actual Max</u> 16 hours without F/A consent.</p>	
Minimum Rest	<p>§6.E <u>At Domicile</u> •11 hours - scheduled •10 hours scheduled- CDO. May be reduced to 9 hours if inbound arrival on the last flight of the preceding duty period is delayed.</p> <p><u>At Layover Station</u> •9 hours – scheduled. •May be reduced in specific circumstances with union approval if scheduled for maximum 12 hours duty the next day.</p>	<p>§9.C <u>At Domicile</u> •10 hours scheduled. •9 hours actual rest at end of trip in domicile.</p> <p><u>At Layover Station</u> 8 hours scheduled</p>	<p>§23.P.7; §23.B.6; §23.R <u>General</u> •11 hours scheduled during line construction; may be reduced to 10 hours following line construction. •After scheduled flight <8 hrs in 24 hrs: 9 hrs rest, may be reduced to 8 hrs with 10 hrs compensatory rest. •After scheduled flight of 8 hrs<9 hrs in 24 hrs: 10 hrs rest, may be reduced to 8 hrs with 11 hrs compensatory rest. •After scheduled flight >9 hrs in 24 hrs: 11 hrs rest,</p>			<p>Art. 24.A <u>At Domicile</u> •10 hours. •9 hours - CDOs.</p> <p><u>At Layover Station</u> •9 hours. •8½ hours - if preceded by a duty period of •10 hours or less).</p>	

**Pinnacle vs Delta Connection Carriers - Flight Attendant
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Airline	Pinnacle	ExpressJet - CRJ (Formerly ASA)	Comair	Compass	GoJet	Republic	SkyWest
Union	AFA	AFA	IBT			IBT	
Amend. Date	10/24/2016	7/21/2012	12/31/2010			9/1/2009	
			may be reduced to 8 hrs with 12 hrs compensatory rest. <u>At Layover Station</u> 8 hours scheduled				
Min Day Off	§5.D <u>Lineholders</u> 8 days - actual 11 days - scheduled <u>Reserves</u> 8 days - actual 10 days - scheduled	§7.D.2 10 days	§23.B.3 11 days			Art. 24.D <u>Lineholders</u> 12 days <u>Reserves</u> 11 days	
Premiums and Overrides	§5.K.6; §5.G.6; §5.G.7; §5.M.5; §18.G.3 <u>Voluntary pick-up of open time</u> "Will Fly" is paid at 100%, above the guarantee. <u>Extension</u> Flight time paid at 150% above guarantee. Last available F/A will be paid at 200% <u>Junior Assignment</u> Flight time paid at 200% above guarantee. <u>Reserve Extended Into Day Off</u> Flight time paid at 200% above guarantee. <u>Working Into Day Off</u> Flight time paid at 200%	§5.H; §5.K; §5.L <u>Drafting (Involuntary Assignment)</u> Paid the greater of: •150% base pay for greater of actual or scheduled flight pay hours, or •3.5 hours (5 hours for a Nap) at regular pay rate <u>Voluntary pick-up of "premium" open time trip / Extensions</u> Paid 150%.	§3.M; §3.N; §3.O; §3.P; §3.Q; §3.S; §3.K.3 <u>Junior Manning or Extension</u> F/As will receive 1½x hourly rate of pay <u>F/As who volunteer to fly on a day off prior to report time of a trip or after release time of a trip</u> 1½x hourly rate. <u>Lead F/A</u> \$0.25 per hour.			Art. 3.A.2; Art. 3.O <u>Longevity</u> After reaching the top of the pay scale, F/A will receive additional \$0.50/hour on each longevity anniversary, up to \$2.50/hour above the top of the pay scale. <u>\$300 anniversary bonus</u> F/As who complete 3 years of service.	

**Pinnacle vs Delta Connection Carriers - Flight Attendant
Additional Work Rules Surveyed**

Airline	Pinnacle	ExpressJet - CRJ (Formerly ASA)	Comair	Compass	GoJet	Republic	SkyWest
Union	AFA	AFA	IBT			IBT	
Amend. Date	10/24/2016	7/21/2012	12/31/2010			9/1/2009	
Minimum Guarantee	§18.D <u>Lineholders</u> 75 hours <u>Reserves</u> 75 hours	§5.B <u>Lineholders and Reserves</u> 75 hours	§3.B <u>Lineholders and Reserves</u> 78 hours			Art. 3.B <u>Lineholders and Reserves</u> 75 hours	
International Report Time	§6.G.2 Away from domicile – 30 minute report	No provision for international report time	No provision for international report time			Art. 24.B International report time same as domestic (30 minutes, may be extended to 45 minutes at Company discretion)	
Report and Release Time	<u>Report for Flight Duty At Domicile</u> : 1 hour <u>On Layover</u> : 30 minutes <u>Release from Flight Duty At Domicile</u> : 15 minutes <u>On Layover</u> : 15 minutes	<u>Report for Flight Duty §9.B.1.a.</u> <u>At Domicile</u> : 60 minutes (May be reduced to 45 minutes) <u>On Layover</u> : 1 Hour <u>Release from Flight Duty §9.B.1.b.</u> <u>At Domicile</u> : 45 minutes (May be reduced to 35minutes) <u>Release from Flight Duty §9.B.2.</u> <u>At Domicile</u> : Later of actual release from duty or 15 minutes after block-in <u>On Layover</u> : Later of actual release from duty or 15 minutes after block-in	§23.B.9. <u>Report for Flight Duty At Domicile</u> : 45 minutes <u>On Layover</u> : 1 Hour <u>Release from Flight Duty At Domicile</u> : Later of 20 minutes after last movement of aircraft or actual release time <u>On Layover</u> : Later of 20 minutes after last movement of aircraft or actual release time			§24.B.3. <u>Report for Flight Duty At Domicile</u> : 30 Minutes (May be extended to 45 minutes at Company discretion) <u>On Layover</u> : 30 Minutes (May be extended to 45 minutes at Company discretion) <u>Release from Flight Duty At Domicile</u> : 15 minutes (Plus an additional 15 minutes if clearing Customs, repositioning an aircraft or combination of the two) <u>On Layover</u> : 15 minutes (Plus an additional 15 minutes if clearing Customs, repositioning an aircraft or combination of the two)	

Exhibit 11

Pinnacle vs OALs - Flight Attendant
Additional Work Rules Surveyed

Airline	Pinnacle	Air Wisconsin	American Eagle	ExpressJet-ERJ (Frmrly ExpressJet)	Mesa	Trans States
Union	AFA	AFA	AFA	IAM	AFA	IBT
Amend. Date	10/24/2016	10/1/2008	10/27/2009	7/31/2010	2/18/2012	2/20/2013
Minimum Credits	§18.F; §18.H; §5.M.3 <u>Minimum Daily Credit</u> •4 hours for single duty period trip published in the pairing package. •Airport Reserve – 4 hours. •CDO – 4 hours. (Not applicable to pure CDO lines.) <u>Duty Period Credit</u> None <u>Trip Hour Credit</u> None	§6.G; §6.I; §6.M; §11.N <u>Minimum Daily Credit</u> •3½ hours except for reserves and voluntary trip drops. •1 hour – report guarantee. •6 hours - CDOs. <u>Duty Period Credit</u> 1:2¼ <u>Trip Hour Credit</u> 1:4	§4.D.1; §4.D.4 <u>Minimum Daily Credit</u> •1 hour – report no-fly. •2 hours – if required to remain at domicile airport for additional flying assignment and does no flying <u>Duty Period Credit</u> None <u>Trip Hour Credit</u> None	§4.L; §4.M; §4.S <u>Minimum Daily Credit</u> •4 hours - lineholders who are on reserve assignment. •5 hours – Airport alert duty (ready reserve). <u>Duty Period Credit</u> - None <u>Trip Hour Credit</u> 1:4 - trip pairings that have a scheduled rest period over 29 hours.	§7.C.18-19; §3.B.4; §3.C <u>Minimum Daily Credit</u> •1 hour report guarantee. •2 hours if scheduled to fly 2 hours or more but does not fly or flies <2 hours due to mechanical defect with aircraft at airport away from domicile. •Reserve day awarded a mixed or regular lineholder: greater of 3.35 hours or actual flight time. <u>Duty Period Credit</u> 1:2 for stand up overnights and for F/As scheduled for a break in service of 4 or more hours. <u>Trip Hour Credit</u> None	§3.6 <u>Minimum Daily Credit</u> •4 hours – Reserve called out to fly •5 hours – Airport reserve, or regular reserve on airport reserve assignment <u>Duty Period Credit</u> None <u>Trip Hour Credit</u> None
Monthly Pay Cap	None	§10.A F/A may not exceed 100 block hours except to complete a trip delayed due to reroute, WX or other operational problems.	None	None	None	None
Distance Learning / Home Study	§12.A.8 <u>Distance Learning/ Home Study required by FAA</u> Paid 50% of the FAA credit hours for each hour of FAA training, for minimum of 4 hours per day. Home Study training is paid above guarantee.	§6.H.4. <u>Home Study</u> Flight Attendant required to complete a recurrent training home study program will be paid 1 hour flight pay	§19.B <u>Home Study</u> 50% credit of the FAA assigned value.	§6.D; 2008 Restructuring LOA, Par. 4 <u>Home study</u> 1 hour flight time and credit.	§3.E <u>Computer-based / Home Study</u> 50% pay credit for maximum of 4-hour period per day; minimum credit of 0:30.	No provision.
Training Pay	§12.A <u>Classroom</u> 4 hours pay and credit per day. <u>Distance Learning/ Home Study required by FAA</u> Paid 50% of the FAA credit hours for each hour of FAA	§6.H <u>Ground</u> 1¾ hours per half day (4½ hours) of training (minimum of 1¾ hours). <u>Removed From Trip</u> Greater of 3½ hour training pay or trips missed.	§19.B •Trips missed or 3¾ hours per day. •Training on a day off – 3 ¾ hours credit above guarantee. •Home Study – 50% credit of the FAA assigned value.	§6.D; 2008 Restructuring LOA, Par. 4 <u>Initial New Aircraft or Recurrent</u> 4 hours per day toward their guarantee for each day. <u>Training immediately</u>	§3.E <u>Assigned to training of 4 or more hours</u> Pay and credit for 4 hours. <u>Assigned to training of less than 4 hours</u> Pay credit for 2 hours.	§3.12 One hour flight pay for every 2 hours of training.

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Airline	Pinnacle	Air Wisconsin	American Eagle	ExpressJet-ERJ (Fmrly ExpressJet)	Mesa	Trans States
Union	AFA	AFA	AFA	IAM	AFA	IBT
Amend. Date	10/24/2016	10/1/2008	10/27/2009	7/31/2010	2/18/2012	2/20/2013
	training, for minimum of 4 hours per day. Home Study training is paid above guarantee.	<u>Recurrent Workbook Training</u> 1 hour flight pay.		<u>before/after duty period</u> Minimum of 1 hour pay and credit. <u>Home study</u> 1 hour flight time and credit.	<u>Computer-based / Home Study</u> 50% pay credit for maximum of 4-hour period per day; minimum credit of 0:30.	
Line Construction Range	§5.E <u>Maximum</u> •100 credit hours scheduled •105 hours scheduled at Company option up to 4 months per year. <i>Maximums do not include operational changes made during the month to a FA's schedule such as reassignment, an extension or junior manning assignment</i>	§10.A; §11.B <u>Maximum</u> •95 block hours. •380 trip hours/month. Average bidline hours at each base will not exceed 88 block hours	§8.B.5 <u>Maximum</u> 91 credit hours	§5.A.1.a •Lines built to an average of between 80 and 95.5 scheduled block hours •Lines with less than 80 hours will be pay protected up to 80 hours	§7.B.2.b.iv <u>Maximum</u> 110 credit hours	§6.B.2 <u>Maximum</u> 105 credit hours <u>Minimum</u> 75 credit hours
Maximum On Duty Time	§6.F <u>Scheduled</u> 14 hours <u>Actual</u> 16 hours actual duty time w/o F/A approval.	§10.D; 11.N; §12.N <u>Scheduled Report</u> <u>Max Duty</u> 0400-1159 14 hours 1200-1659 13 hours 1700-0359 12 hours •14 hours - CDOs beginning after 1700. •13 hours - duty periods consisting of both a training period and a deadhead period without legal rest in between (if not possible, may be extended to 15 hours). <u>Actual</u> FARs	§7.C; §7.F <u>Scheduled</u> 14 hours (except on CDOs) <u>Actual</u> 16 hours	§5.B.7 <u>Scheduled</u> •13 ½ hours •15¼ hours – CDOs that include a minimum 6-hour layover from block-in to block-out and a maximum of 3 segments preceding the layover and one segment following the layover. <u>Actual</u> 15 ½ hours – duty extensions due to weather, mechanical or irregularities (F/A may volunteer to start a segment when it is known s/he will remain on duty in excess of 15 ½ hours).	§7.B <u>Scheduled (or Rescheduled)</u> 14 hours <u>Actual</u> 16 hours <i>Except for F/A in outstation who may be on duty for 18 hours for sole purpose to return aircraft to domicile.</i>	§7.B.2 <u>Scheduled</u> 14 hours <u>Actual</u> 16 hours
Minimum Rest	§6.E <u>At Domicile</u>	§10.E <u>At Domicile</u>	§7.E; §8.B.6 <u>At Domicile</u>	§5.B.8 <u>At Domicile</u>	§7.A •8 hours – actual	§7.D <u>At Domicile</u>

**Pinnacle vs OALs - Flight Attendant
Additional Work Rules Surveyed**

Airline	Pinnacle	Air Wisconsin	American Eagle	ExpressJet-ERJ (Frmrly ExpressJet)	Mesa	Trans States
Union	AFA	AFA	AFA	IAM	AFA	IBT
Amend. Date	10/24/2016	10/1/2008	10/27/2009	7/31/2010	2/18/2012	2/20/2013
	<p>•11 hours - scheduled •10 hours scheduled- CDO. May be reduced to 9 hours if inbound arrival on the last flight of the preceding duty period is delayed.</p> <p><u>At Layover Station</u> •9 hours – scheduled. •May be reduced in specific circumstances with union approval if scheduled for maximum 12 hours duty the next day.</p>	<p>•9 hours - check out to check in. •May be reduced to 8½ hours, check-out to check-in, if F/A is not scheduled more than 11 hours the following day. •8 hours - minimum actual rest.</p> <p><u>At Layover Station</u> •9 hours - check out to check in. •May be reduced to 8½ hours, check-out to check-in, if F/A is not scheduled more than 11 hours the following day. •8 hours – at the hotel. At the hotel means time between entry and exit of RON hotel. Provision only applies if the FA and pilot are both working same RON.</p>	<p>10 hours scheduled</p> <p><u>At Layover Station</u> 8 ½ hours scheduled</p>	<p>•11 hours - Hub domicile (NY, Cleveland and Houston). •10 hours - scheduled (other domiciles) •10 hours - actual.</p> <p><u>At Layover Station</u> •9 hours – scheduled block-in to block-out •8¼ hours – actual block-in to block-out.</p>	<p>•If <9 hours received, 10 hours rest after next duty period.</p>	<p>10 hours – scheduled or rescheduled</p> <p><u>At Layover Station</u> FARs</p>
Min Day Off	<p>\$5.D <u>Lineholders</u> 8 days - actual 11 days - scheduled</p> <p><u>Reserves</u> 8 days - actual 10 days - scheduled</p>	<p>\$10.F 11 days</p>	<p>\$7.D 11 days</p>	<p>\$5.A.4.a <u>Lineholders</u> 12 days</p> <p><u>Reserves</u> 10 days (30 day month), 11 days (31 day month)</p>	<p>\$7.B.2.c <u>Lineholders</u> 10 days</p> <p><u>Reserves</u> 9 days</p>	<p>\$6.B.2; \$6.B.5 <u>Lineholders</u> 11 days scheduled</p> <p><u>Reserves</u> 9 days</p>
Premiums and Overrides	<p>\$5.K.6; \$5.G.6; \$5.G.7; \$5.M.5; \$18.G.3 <u>Voluntary pick-up of open time</u> "Will Fly" is paid at 100%, above the guarantee.</p> <p><u>Extension</u> Flight time paid at 150% above guarantee. Last available F/A will be paid at 200%</p>	<p>\$6.A; \$6.D; \$6.E; \$6.J; \$6.L <u>Longevity pay</u> \$0.25/hour for each year of service after 15 years up to a maximum of \$3.00/hour.</p> <p><u>"A" position F/As</u> Paid additional \$1.25 per block hour.</p> <p><u>Meeting pay</u> 1 hour per 2 hours of meeting time (minimum 1 hour) if meeting is mandatory.</p>	<p>Sideletter K; \$4.I; \$8.K.4; \$8.K.6; Sideletter II <u>Longevity</u> \$0.50/hr. for each year of service over 12, to max of \$2.00</p> <p><u>Special Assignment</u> F/A receives trips missed plus per diem or 3:45 per day if work is on a day off.</p> <p><u>Flying on day off</u> Either voluntary or</p>	<p>\$4.B; \$4.P; \$5.L; \$4.V <u>Incentive</u> \$5.00/hr override for hours over 255 per quarter to maximum of 330 hours, except no incentive pay for hours flown over 110 per bid period.</p> <p><u>Extension</u> Paid at 150% for reassigned block time beyond originally scheduled termination.</p>	<p>\$3.J; \$3.L; \$7.C.8.f.i; \$7.C.12 <u>Junior Assigned / Extended, either voluntary or involuntary</u> 150% pay for all credited hours in addition to bid period guarantee.</p> <p><u>Pick-up Critical Open Flying</u> 150% pay.</p> <p><u>Equipment Change</u> Greater of originally scheduled flight time on original equipment or actual</p>	<p>\$3.5; \$3.7; \$3.11; \$6.A.1 <u>Junior assigned</u> 150% of normal hourly flight pay.</p> <p><u>Geographic</u> Carrier may pay higher rates for flight attendants for any location based on a higher cost of living for that location.</p> <p><u>Replaced by Management or Trainee</u> F/A shall be</p>

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Airline	Pinnacle	Air Wisconsin	American Eagle	ExpressJet-ERJ (Formerly ExpressJet)	Mesa	Trans States
Union	AFA	AFA	AFA	IAM	AFA	IBT
Amend. Date	10/24/2016	10/1/2008	10/27/2009	7/31/2010	2/18/2012	2/20/2013
	<u>Junior Assignment</u> Flight time paid at 200% above guarantee. <u>Reserve Extended Into Day Off</u> Flight time paid at 200% above guarantee. <u>Working Into Day Off</u> Flight time paid at 200%	<u>Drafting Pay</u> 150% pay for assignment on a day off. <u>Resequencing Pay</u> 150% pay for reassignments more than 2 hours prior to check-in or later than check-out.	involuntary – 150% pay above guarantee. <u>JA or Extension</u> 150%pay and credit over guarantee for both voluntary and involuntary JA or extension, and for pickup of open time on “Critical Coverage Days.” <u>Return to Domicile Extension</u> 150% pay and credit for flights back to base for F/A whose return to domicile flight is cancelled, is worked by another F/A, or is worked by no F/A, such that she/he cannot be returned to domicile prior to the originally scheduled arrival time of the last flight of the trip sequence.	<u>Drafting</u> Paid at 150% above guarantee. <u>Red Flag Open Time</u> Picked up by lineholder on day off is paid at 150% above guarantee.	flight time in new aircraft. <u>Reassignment</u> 150% pay for all credited time outside the original “footprint.”	released/rescheduled within 2 hours and receive pay and credit for greater of 4 hours or actual flying time that day including the scheduled value of the flights missed. <u>Scheduling Committee duties</u> Greater of 5 hours/day or trips missed, plus per diem if travel is required.
Minimum Guarantee	§18.D <u>Lineholders</u> 75 hours <u>Reserves</u> 75 hours	§6.B <u>Lineholders</u> 70 hours <u>Reserves</u> 70 hours	§4.B; §4.C <u>Lineholders</u> 75 hours or 96% of final bid award <u>Reserves</u> 75 hours	§4.C; §4.F; §4.J <u>Lineholders</u> •80 hours •40 hours for JobShare or Partnership F/As •F/A awarded any line with less than 80 hours as original flight time will be pay protected up to 80 hours. <u>Reserves</u> 80 hours	§3.B.1 <u>Lineholders</u> 70.42 hours <u>Reserves</u> 70.42 hours	§3.3 <u>Lineholders</u> 75 hours <u>Reserves</u> 70 hours
International Report Time	§6.G.2 Away from domicile – 30 minute report	No provision for international report time	§7.B International report same as domestic (layover - 30 minutes, may be reduced to 20 minutes)	No provision for international report time	No provision for international report time	No provision for international report time
Report and Release Time	<u>Report for Flight Duty At Domicile:</u> 1 hour On Layover: 30 minutes <u>Release from Flight Duty</u>	§10.B. <u>Report for Flight Duty At Domicile:</u> 45 minutes On Layover: 45 Minutes	<u>Report for Flight Duty §7.B.1</u> At Domicile: 1 hour (2 hours if assigned to report to a secondary co-domicile)	<u>Report for Flight Duty §5.B.1.a.</u> At Domicile: 1 hour (30 minutes- onboard aircraft) §5.B.1.b	§2.O. <u>Report for Flight Duty At Domicile:</u> 45 minutes On Layover: 45 minutes (May be reduced by	§7.C. <u>Report for Flight Duty At Domicile:</u> 1 hour On Layover: 45 minutes

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Airline	Pinnacle	Air Wisconsin	American Eagle	ExpressJet-ERJ (Frmrly ExpressJet)	Mesa	Trans States
Union	AFA	AFA	AFA	IAM	AFA	IBT
Amend. Date	10/24/2016	10/1/2008	10/27/2009	7/31/2010	2/18/2012	2/20/2013
	<i>At Domicile:</i> 15 minutes <i>On Layover:</i> 15 minutes	<u>Release from Flight Duty</u> <i>At Domicile:</i> Later of actual release from duty or 15 minutes after block-in <i>On Layover:</i> Later of actual release from duty or 15 minutes after block-in	<i>On Layover:</i> 45 minutes § 7.B.2. (May be reduced to not less than 20 minutes) <u>Release from Flight Duty</u> § 7.B.1. <i>At Domicile:</i> Later of actual release from duty or 15 minutes after block-in § 7.B.2. <i>On Layover:</i> Later of actual release from duty or 15 minutes after block-in	<i>On Layover:</i> 45 minutes <u>Release from Flight Duty</u> § 5.B.7.d. <i>At Domicile:</i> Later of 15 minutes after block in or actual release (30 minutes when customs clearance is required) § 5.B.7.d. <i>On Layover:</i> Later of 15 minutes after block in or actual release (30 minutes when customs clearance is required)	Company up to 30 minutes due to irregular ops for the purpose of ensuring minimum rest) <u>Release from Flight Duty</u> <i>At Domicile:</i> 15 minutes <i>On Layover:</i> 15 minutes	<u>Release from Flight Duty</u> <i>At Domicile:</i> Later of 15 minutes after block in or actual release <i>On Layover:</i> Later of 15 minutes after block in or actual release

Exhibit 12

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Pinnacle vs Delta Connection Carriers – Pilot Scope, Pay & Related, Work Rules, and Benefits Comparison
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Airline	Pinnacle	ExpressJet - CRJ (Formerly ASA)	Comair	Compass	GoJet	Republic	SkyWest
Union	ALPA	PAFCA	ALPA	ALPA	IBT	TWU	
Amend Date	2/18/2016	11/20/2011	3/1/2011	4/1/2013	1/9/2013	10/1/72007	
Aircraft Re-positioning	§1.B.1. All flying under the operational control of the Company must be done by seniority list Pilots	§1.C.1 •All flying performed in and for the service of the Company will be performed by seniority list pilots. •Excludes delivery of new or used aircraft, positioning of flights for major maintenance, and test flights in conjunction with major maintenance or aircraft delivery.	§1.C.1 •All flying performed in and for the revenue service of the Company will be performed by seniority list pilots. •Excludes any flying as a result of a dry lease or another air carrier or entity, delivery of aircraft from a seller or to a purchaser, FAA familiarization flight, positioning of flights for maintenance, or a test flight in conjunction with maintenance.	§1.B.1 •All present and future revenue flying performed in / for the service of the Company will be performed by seniority list pilots. •Excludes any flying as a result of a dry lease or another air carrier or entity, delivery of aircraft from a seller or to a purchaser, FAA familiarization flight, positioning of flights for maintenance, or a test flight in conjunction with maintenance	§1.B Except as otherwise provided in this Section, this Agreement covers all revenue flying and all ferry flights (not including ferry flights of newly-acquired aircraft prior to being placed in revenue service) and operational check flights (except operational check flights assigned to management Pilots) performed by the Company. Except as otherwise provided in this Agreement, all flying covered by this Agreement shall be performed by Pilots whose names appear on the GoJet Pilots' System Seniority List.	§1.D •All present and future flying or other utilization of aircraft must be done by seniority list pilots. •Excludes ferry flights of newly-acquired aircraft and test flights assigned to management.	
Premiums and Overrides	§25.I.1. Extension – 150% pay commencing with the first leg that operates 1 hour beyond original trip our period; paid above guarantee Exception: the last available pilot who accepts extension assignment is paid at 200%. (Extension beyond 3 hours is considered JA.)	§3.G •Rescheduled pilots receive a premium (150%) for flight pay hours outside original trip hour period. •Pickup of premium open-time on scheduled day off – paid 150% of the greater of actual or scheduled flight pay hours. •Regular pilot who picks up a reserve day – paid above monthly guarantee the greater of 3.95 hrs./ day, or the greater of actual or scheduled flight pay hours for reserve day picked up.	§3.K •150% for reassignments or add-ons	§3.F; 3.G; 3.O •150% if a pilot is rescheduled and forced to return to domicile at the end of a trip later than originally scheduled (actual hours beyond original trip) •150% for a trip that the Company has identified as "critical" • A pilot who is assigned to and performs flight duty or reserve duty on New Year's Day, Easter Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day or Christmas Day shall	§5.E •Extensions - 150% of his applicable hourly rate for all flight pay credit for such extension beginning three (3) hours after his originally scheduled release time. §5.F •A Pilot will be credited and paid at 150% of his applicable hourly rate for a trip voluntarily flown on a day that was a scheduled day off when the final bid award was published.	§3.D <u>Rescheduling</u> - Whenever a pilot is available for a scheduled trip and is rescheduled to perform different flying, he or she will be paid the originally scheduled block time or the actual hours flown, whichever is greater. §3.R <u>Holiday Premium</u> - A pilot who is assigned to flight duty or reserve duty on a holiday will receive four (4) hours of flight pay in addition to his monthly guarantee or flight pay	



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				receive four (4) hours of pay in addition to any other pay time, including any guarantee pay (e.g., monthly line guarantee, BSTG).		accrued for that month.	
Junior Assignment Limits	<p>§25.I.5. •A Pilot may not be junior assigned for more than 8 duty periods per year and no more than 3 DP's per month. •If junior assigned below minimum days off also receive a Comp day. •Pilot may decline junior assignment 3 times per year (no more than 1 in a month)</p>	<p>§13.M.3 No pilot may be junior assigned more than 2 times/month or 7 duty periods/year without pilot's concurrence.</p>	<p>§24.H.5 Max J/As: 2 days/bid period, or 9 days/year</p>	<p>§25.O.5 Max J/As: 2/month w/o pilot's consent</p>	<p>§5.D Max J/As: 3 days/month, or 6 days/year</p> <p>§8.F.6 A Pilot who has been junior assigned may request that the Company continue trying to assign the open time assignment until four hours before the scheduled show time on the conditions that; (1) he will consent to his replacement if another Pilot is assigned to the open time; and (2) he agrees to report for the open-time assignment unless notified that another Pilot has been assigned to the trip.</p> <p>§8.F.6 When a Pilot who has been junior assigned twice in the bid period completes his open-time assignment, he shall be moved to the top of the</p>	No provision.	



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					seniority list of the Pilots in his status for junior assignment purposes.		
Minimum Rest	<p>§12.F <u>At Domicile</u> •11 hours scheduled or rescheduled •10 hours between CDOs</p> <p><i>May be reduced to 9 hours if inbound arrival on last flight of previous duty period is delayed.</i></p> <p><u>At Layover Station</u> 9 hours scheduled</p> <p><i>Unless approved for <9 hours by the Association Scheduling Committee (otherwise next duty period shall be for a maximum of 12 hours).</i></p>	<p>1§2.D.3 <u>At Domicile</u> •11 hours scheduled; may be reduced to 9 hours due to operational delay •10 hours scheduled between CDOs; may be reduced to 9 hours due to operational delay.</p> <p><u>At Layover Station</u> 8 hours scheduled</p>	<p>§12.E <u>At Domicile</u> •11 hours – lineholders (may be reduced to 10 hours) •10 hours – reserves (may be reduced to 9 hours)</p> <p><u>At Layover Station</u> 8 hours</p>	<p>§4.C.5-6 <u>At Domicile</u> 10 hours scheduled</p> <p><u>At Layover Station</u> 9 hours scheduled</p>	<p>§7.A <u>At Domicile</u> 10 hours scheduled</p> <p><u>At Layover Station</u> FARs</p>	<p>§23.A <u>At Domicile</u> •10 hours scheduled •8 hours actual</p> <p><u>At Layover Station</u> 8.5 hours</p>	
Minimum Guarantee	<p>§4.A 75 hours</p>	<p>§4.A 75 hours</p>	<p>§4.A 75 hours</p>	<p>§4.A 75 hours</p>	<p>§5.B <u>Lineholders</u> - 74 hours</p> <p><u>Reserves</u> - 70 hours</p>	<p>§3.I 75 hours</p>	
Monthly Pay Cap	No provision.	No provision.	No provision.	No provision.	No provision.	No provision.	
Maximum On Duty Time	<p>§12.H; §12.J.3; §11.M •14 hours scheduled <i>Not applicable to duty periods consisting solely of trans-Atlantic deadhead to/from a training/checking site.</i> •15 hours actual <i>Unless specifically requested by the Captain and approved by a Flight Manager.</i></p>	<p>§12.B-C <u>Report Time</u> <u>Max Sched Duty</u> 0400-0559 12.5 hours 0600-1459 14 hours 1500-2159 13.5 hours 2200-0359 11 hours</p> <p>Actual maximum may be extended by 2 hours due to operational delays</p>	<p>§12.D <u>Report Time</u> <u>Max Sched Duty</u> 0500-1500 13.5 hours 1501-2200 13 hours 2201-0459 11 hours</p> <p>Actual maximum - 1:00 above scheduled limits</p> <p><u>Following layover rest of</u></p>	<p>§12.C.2-3 •14 hours scheduled •16 hours actual</p>	<p>§7.B •14 hours scheduled •CDOs - 12 hours scheduled</p> <p>Actual Duty Time Limitation - FARs</p>	<p>§23.B •14:00 hours scheduled • 10:00 hours for pilots scheduled for a reduced rest overnight • CDOs - 15:00 hours scheduled • Actual Duty Time Limitation - 16 hours</p>	

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	•CDO – actual maximum 4 legs or 5 hours of scheduled flight time	CDOs - 15:15 hours, with additional restrictions Back of the Clock Duty Period (0115-0358) - Max 11 hours, with additional restrictions	<u>less than 9 hours</u> •11 hours scheduled •11:30 - 13:30 actual				
Report and Release	<u>Report for Flight Duty</u> §12.B.1. At Domicile: 60 minutes On Layover: 30 minutes: <u>Release from Flight Duty</u> §12.B.2. At Domicile: 15 minutes On Layover: 15 minutes	<u>Report for Flight Duty</u> § 2.VV. At Domicile: 60 minutes (Deadhead - 15 minutes) On Layover: 30 - 45 minutes (Deadhead – 15 minutes) 45 minutes – 1 hour at MTY, HPN, or SWF at Company discretion. <u>Release from Flight Duty</u> §2.UU. At Domicile: 15 minutes On Layover: 15 minutes	§12.D.10. <u>Report for Flight Duty</u> At Domicile: 45 minutes. On Layover: 45 minutes. (May be reduced to 30 minutes) <u>Release from Flight Duty</u> At Domicile: 20 Minutes On Layover: 20 Minutes	<u>Report for Flight Duty</u> §2.UUU. At Domicile: 45 minutes (Deadhead 30 minutes) On Layover: 45 minutes (Deadhead 30 minutes) <u>Release from Flight Duty</u> §2.SSS. At Domicile: 15 Minutes On Layover: 15 Minutes	<u>Report for Flight Duty</u> §7.C At Domicile: 45 minutes. (Company may adjust to maximum of 1 hour) On Layover: 45 minutes. (Company may adjust to maximum of 1 hour) <u>Release from Flight Duty</u> §7.D. At Domicile: 15 minutes. (30 minutes to clear customs) On Layover: 15 minutes. (30 minutes to clear customs)	§23.B.3. <u>Report for Flight Duty</u> At Domicile: 45 minutes On Layover: 30 minutes (45 minutes at Company Discretion) <u>Release from Flight Duty</u> At Domicile: 15 minutes (30 minutes if clearing customs or repositions aircraft) On Layover: 15 minutes (30 minutes if clearing customs or repositions aircraft)	
Bid Period Designation	§25.B. Bid period dates defined.	§2.D No provision regarding modification of bid period. §13.E. Bid package availability and bid dates defined. Nothing precludes Company from posting the information earlier than such deadlines require, should it become available.	§2.K •Bid period dates defined. •No provision regarding modification of bid periods. §24.C.3 •Bid package distribution dates defined. Deviations from the dates will be allowed in case of airline schedule changes and related pairing construction.	§25.C •Default bid period dates defined. •Changes to the dates may be necessary due to market scheduling and/or because of multiple carriers. Company will determine the 12 bid periods for each year to minimize transitions and make those periods available by 11/30 of the prior year.	§2. •Bid period dates defined using "bid period" and "month" definitions. •No provision regarding modification of bid periods.	No provision.	

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Build Up Line Construction	§25.E.2.1. Build up lines constructed for Pilots not able to participate in the monthly bid process. Lines are built commensurate with seniority, i.e., type of line and days off.	No provision.	No provision.	§25.H Build-up line will be constructed for pilot who will not be available for at least 16 days of the month. Build-up line shall be comprised of pairings from that were withheld, the open board, or a combination of both. For an ensuing month, if any, the build-up line shall take into consideration the pilot's request for days off. Company will use best efforts to minimize reserve days. §25.E.8 Pending development of a mutually agreed upon PBS build-up system, a manual system will be used to construct build-up schedules: --may contain trips, reserve days, CDOs and planned absences. --maximum 1 span of 6 consecutive reserve days, unless pilot waives. --will provide a mutually agreed upon method for pilots to preference whether they want to be a reserve, open trips, days off.	§8.E If a partial line is left during the bid run it will be handled as follows: •For lines less than 60 hours: The pairings will be placed in open time or withheld. •For lines more than 60 hours, but less than 75 hours: The line will be awarded to a Pilot and a group of reserve days will be added to make his line a legal line subject to the following restrictions: a. The reserve days must be placed in groups (no single days of reserve unless only 1 reserve day is required to complete the line). b. The reserve days may not take the Pilot below his minimum days off as a line holder. c. The reserve days may not take the Pilot below the default setting for days off between work blocks (If the Pilot preference was 1 then 1 is the limit, otherwise system default is the limit). d. The reserve credit	§6.F.2-6 •Composite lines will contain days off in accordance with Article 23 (Hours of Service) and may contain some CDOs and reserve duty days. Composite lines may also contain charters. •To the extent practicable, the PBS will construct composite lines with a minimum of out-of-base trips and reserve. •Composite lines will be credited at four (4) hours virtual flight credit toward the PBS minimum window for each day of reserve.	

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					added must only take the Pilot to the minimum threshold of a legal line then stop. e. When adding reserve days, crew planning should make every effort to honor days-off requests.		
Reduced Availability Lines	§25.L.1. Company may use PBS to award reduced availability lines with manual processes to fix associated errors.	No provision.	No provision.	No provision.	No provision.	No provision.	
Training Pay	§ 3.O. <u>Ground</u> – greater 4:00 or cancellation/reassignm ent pay. <u>Simulator</u> – greater of scheduled/actual flight time or cancellation/reassignm ent pay. <u>Video/computer training</u> completed during a flight duty day – greater of 1:00, 50% of FAA-approved training credit (or required time if no FAA credit hours exist); paid above guarantee <u>Home Study</u> . <u>Recurrent</u> – paid above guarantee: -1st 16:00 – greater of 1:00 or 50% of FAA-	§11.D <u>Initial, Transition, Upgrade, Differences, or Regualification Training</u> – Paid and credited for 3.05 hours per day, except if scheduled for 1 hour or less paid and credited for actual training time. <u>Other</u> - Paid and credited for 4 hours per day for training scheduled > 4 hours. Paid and credited for 2 hours per day for training scheduled for 4 hours or less. <u>Home Study</u> - Other methods of training, including home study, are paid and credited at 1 hour for every 2.5 hours of FAA-approved training credit earned. <u>New Hire</u> - \$300 per	§3.F <u>Initial</u> - \$240 per week. <u>All other training</u> - 4 hours pay for 4 hours or greater and 2 hours pay for less than 4 hours. <u>After 1st failure</u> - minimum monthly guarantee only. <u>2nd Failure</u> - not paid. <i>Captain receives first officer pay for recurrent training.</i>	§3.H <u>Ground/Flight Training, including new hires</u> - 3:30 pay and credit per day. <u>FAA-approved Distance Learning</u> , up to and including System Validation – 50% pay, no credit for the FAA-assigned value of the training module, or 50% of the predetermined value as determined by the TRB if no FAA time value has been placed on the module.	§5.G 4:00 pay per day; 2:00 pay per half day, excluding line checks. (Full day = maximum 5:00 of training.)	§3.M <u>Recurrent</u> - 4 hours pay and credit for up to 6 days per year. <u>Line checks & IOE</u> - Regular flight pay. <u>Home Study</u> - 50% pay and credit for FAA approved training credit.	

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	<p>approved training credit (or required time if no FAA credit hours exist).</p> <p>-After 16:00 – 100% pay.</p> <p><u>Home Study, Non-Recurrent, Long-Term</u> – greater of 1:00 or 50% of training credit approved by FAA or PTRB.</p> <p><u>Home Study, Non-Recurrent, Non-Long-Term</u> - paid above guarantee:</p> <p>-1st 6:00 – 50% of FAA/ATC credit hours</p> <p>-After 6:00 – 100% pay.</p>	<p>week.</p> <p>•A pilot in training is paid no less than minimum monthly guarantee (75 hours), except guarantee may be prorated.</p> <p>•Training pay is in addition to pay for deadheading and other scheduled duty.</p>					
Training Difficulties & Delays	§11.A.3.a.ii.; A.3.d.ii. if a Pilot's training partner has difficulties that might delay training, the Company will use best efforts to substitute experienced partners to conclude training on schedule.	No provision.	No provision.	No provision.	No provision.	No provision.	
Vacancy bids and Training Timeline	§24.B.5 No class will commence more than one hundred ten (110) days from the posting of the Notice	<p>§24.F.2 All positions on a position notice need not have the same effective date, but all vacancies or reductions within a position on a position notice will have the same effective date (e.g., 3 CR2 Captains ATL effective 2005 June 07 and 2 CR2 First Officers ATL effective 2005 May 21).</p> <p>§24.H.4</p>	<p>§23.I.3 The Company will provide a pilot requiring training at least 30 days written notice of the actual scheduled training start date required for an awarded position.</p> <p>§23.I.11 Normally, all pilots who require training for the same vacancy award as a result of a displacement, will be scheduled in</p>	<p>§24.A.2 Only one (1) class date per equipment will be posted on the Notice for any vacancies. A class date must be published on each Notice. In the event that no training is required, the class date will be nullified.</p> <p>If the Company cannot accommodate the training of a displaced pilot(s) in the class posted on the</p>	No provision.	<p>Staffing awards will be posted by 1700 hours four (4) days after the closing of the bid. The effective date of any award shall not be more than six (6) months from the posting of the award.</p> <p>If a pilot does not require initial, upgrade or transition training, he will fill the vacancy within forty-five (45) days after the effective date</p>	

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		<ul style="list-style-type: none"> • Within 30 days of the posting of the final award, the Company will post class dates for all pilots awarded a position on the final award who required training for the award. • After the class dates are posted, the class date cannot be moved more than +/- forty-five (45) days, unless the affected pilot(s) is afforded an opportunity to withdraw from the affected class and return to his previous position without an associated freeze. <p>§24.K.4 An effective date will not be more than 210 days from the date of the posting of the final award.</p> <p>§24.K.6 The effective date may be delayed only once for up to thirty (30) days from the date posted on the final award only under the following circumstances: a. Anticipated new aircraft type. b. Aircraft delivery delays – Manufacturers delay of more than thirty (30) days in delivery of new aircraft that are on order by the Company. c. Unanticipated additional flying – Additional flying that begins in a time frame less than required to train a pilot to fill a vacancy and that can not be staffed through a</p>	<p>accordance with seniority and will commence on or before a date allowing sufficient time to complete the training prior to the applicable ECD*</p> <p>23.D.4 An ECD will be established for each vacancy bid.</p> <ul style="list-style-type: none"> • The ECD will not be later than 240 days from the date of the posting of the bid notice. • The ECD in a notice will not precede the ECD in a notice having an earlier posting date • The ECD in a notice will not be changed after it has been posted. <p>§2.BB *Effective Conversion Date (ECD) - The date posted on a vacancy, reallocation, or displacement bid that indicates the date on which training for the bid is projected to be completed.</p>	<p>initial Notice, it may use more than a single class date to train the displaced pilots. A pilot may use the bid form to preference whether he wants to attend the class posted on the Notice in the event of displacement.</p> <p>A pilot who is awarded a position in connection with a displacement (other than a posted vacancy) will either attend the identified class, if he can be accommodated after all of the pilots who have been awarded the vacancy, or be sent to class at a later date. If multiple class dates are necessary to accommodate the displacements, the Company will post a Notice not later than one (1) week after the Award that includes the exact date(s) and the number of pilots who may participate in each class</p> <p>If the Company does not intend to commence training for all pilots (in category) on the posted class date, it will issue a revised Notice prior to the Award, which reduces the number of positions consistent with the number of pilots that will not commence training on the posted class date.</p>		<p>of the award. If a pilot requires initial, upgrade or transition training, he will be assigned to training not later than sixty (60) days after the effective date of the award.</p> <p>Once a pilot has successfully completed training, he will fill the vacancy as soon as possible after the effective date of the award. Prior to filling a vacancy, such pilot may be assigned such duties in his former status, equipment and base. After completing IOE, once the pilot is assigned by the Company to fly in his new position or the pilot reaches the effective date of the award, he will be payprotected at the rate of pay for the new position. If IOE is delayed through no fault of the pilot, the pilot will be pay-protected from the effective date of the award.</p> <p>The effective date of an award may be changed provided adequate notice is given and the change is not made for arbitrary reasons.</p>	

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		<p>temporary position.</p> <p>d. Greater than anticipated attrition – Attrition greater than projected at the monthly scheduling meeting based on anticipated resignations and retirements that occur in a time frame less than required to train a pilot to fill a vacancy and that can not be staffed through a temporary position.</p> <p>e. Greater than projected leaves of absence – Leaves of absence greater than projected at the monthly scheduling meeting based on anticipated medical, military, Association, jury duty, family medical leaves that occur in a time frame less than required to train a pilot to fill a vacancy and that can not be staffed through a temporary position.</p> <p>f. Unanticipated aircraft maintenance and FAA mandates – Unscheduled aircraft maintenance that require the removal of one or more aircraft from revenue service and that causes additional flying in the pilot's previous category and that can not be staffed through the use of a temporary position.</p> <p>g. Unanticipated delay in training – Unusual and substantial delay in training caused by the unanticipated</p>					

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		unavailability of a simulator, FAA examiner, a training facility, or unusual and substantial increases in the student failure rate.					
Aircraft Currency	§9.A. A pilot may not be required to maintain currency in more than 1 equipment type at a time.	§25.C.1 •A pilot (excluding instructor pilots, supervisory pilots, management pilots and administrative pilots) will only be required to maintain qualification on one (1) aircraft type. •The following examples will be considered separate single aircraft types: a. CR7 and CR9 b. CR2 c. AT7 2. "Aircraft-type" means any variation of a particular model of aircraft, e.g., CR7-CR9, CR2, AT7 and related models so long as the related model requires no transition training and remains within the seat ranges established in this agreement.	No provision.	§11.V.17 A pilot will not be required to maintain currency in more than 1 type of equipment at any time. No definition for "equipment type."	§20.E •Except in the event of equipment phase-in or phase-out, Pilots shall not be required to maintain qualifications in more than one equipment type. •Different series of a particular model of aircraft will be considered one equipment type.	§10.A.13 •A pilot shall not be required to maintain qualification on more than 1 type of equipment. •Aircraft such as EMB 145/140/135 that share a common type rating are considered a single type.	
Home Study Limits	§11.K.2.d.ii. No more than 2 program hours per month and 12 program hours per year of non-recurrent, non-long-term training.	None.	None.	§11.B The Company may assign FAA-approved distance learning (DLT) to pilots, provided: •Pilots assigned an approved distance learning program will be given a minimum of thirty (30) days to complete the	None.	None.	

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				training unless regulatory circumstances require a shorter period. •DLT shall consist of ground school material, up to and including systems validation. •The Company shall provide and maintain an adequate number of computer terminals capable of running the DLT application(s) in a suitable location at each pilot domicile. DLT shall also be capable of being performed via remote access.			
International Report Time	§12.B.2 Away from domicile – 30 minutes	§2.VV Same as domestic report time (30 – 45 minutes at layover; 15 minutes for deadhead)	No provision for international report time	§2.UU Same as domestic report time (45 minutes at layover, 30 minutes for deadhead)	No provision for international report time	No provision for international report time	
Open Time Process	§25.G.3.a. Open trips must first be made available to Pilot wishing to add or trade before it can be assigned as part of the reserve process.	§13.G, as amended by LOA 11 <u>Seniority Initial Open Time</u> •Initial open time will be awarded by seniority. §13.H, as amended by LOA 11 <u>Future Open Time</u> • A list of future open time will be made available for bid electronically and will be awarded or assigned in the following priority: 1) Assign to pilot who was ineligible to bid a line due to anticipated unavailability. 2) Assign to pilot who is being rescheduled or displaced. 3) Awarded in first come first serve basis.	24.H <u>Open time may be awarded/assigned as follows:</u> 1)Instructor, management or administrative pilot; Instructor pilot for training; 3)Low-Time pilot; 4)Displaced lineholder 5)Add on to line holder on last day of pairing 6)Reserves; 7)First-come first served to volunteers; 8)Extra Flying List pilots in seniority order If the company is not able to operate a pairing with a reserve pilot or a pilot whose name is on the applicable Extra Flying List, it may junior man a	LOA 2007-15 Awarding and assigning of open flying during the Trip Filling Period: 1. Recovery pilots; 2. Pilots below guarantee; 3. All other regular pilots in seniority order; 4. Reserves assignments; 5. Junior assignments.	8.F Available for bid and awarded to volunteers by seniority. <u>Open time that has not been awarded, or first becomes available within 72 hours before the check-in time for the trip shall be assigned or awarded in the following order:</u> 1. Assign to a Management Pilot, (the Company may skip this option), then 2. Award to any eligible* pilot on a first-come, first-served basis, who volunteers for open time, then 3. Assign to a reserve	6.H.4 <u>Requested open time is awarded in the following manner:</u> 1) Awarded to a Captain who has not completed his 100 hours or a F/O who has not completed his 75 hours. 2) Awarded first-come first-served to pilots volunteering for open time. 3) Assigned to a reserve pilot from another base (this step may be skipped); then 4) Assigned to a supervisory pilot. <i>Open time may be assigned to an in base reserve at any time.</i>	

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Pinnacle vs Delta Connection Carriers – Pilot Scope, Pay & Related, Work Rules, and Benefits Comparison
Additional Work Rules Surveyed

Airline	Pinnacle	ExpressJet - CRJ (Formerly ASA)	Comair	Compass	GoJet	Republic	SkyWest
		<p>§13.I, as amended by LOA 11</p> <p><u>Current Open Time</u></p> <ul style="list-style-type: none"> • Posted daily • Awarded in the following priority: <ol style="list-style-type: none"> 1) Reserve pilot (the company may opt to skip such pilot). 2) Assign to pilot by rescheduling and/or extending him (the company may opt to skip such pilot). 3) Assign to supervisory pilot (the company may opt to skip such pilot). 4) Assign to a pilot in training (the company may opt to skip such pilot). 5) Assign to a reserve from another domicile (the company may opt to skip such pilot). 6) Assign to any other pilot, on a first-come, first served basis, who volunteers 7) Assign to a reserve pilot in domicile (the company may opt to skip a long-call reserve pilot) 8) Assign to the most junior available pilot 	pilot to operate that pairing.		<p>Pilot in base, then</p> <ol style="list-style-type: none"> 4. Assign to a reserve Pilot out of base (the Company may skip this option), then 5. Subject to the limitations of Section F paragraph 6 that follows, assign to the junior Pilot who is legal and available on a day off, first in base, then from another base 6. Assignment to a Junior Available Pilot <p>*To be eligible, a pilot must be able to perform the entire trip without conflict with his regular line. The pilot may not be a reserve or scheduled for reserve during the period of the trip. The pilot must be legally able to perform the duty and hold the position that is available.</p>		
Extension	<p>§25.I.a.</p> <p>Extension defined as involuntary reschedule which is scheduled to conclude more than 1 hour and not to exceed 3 hours beyond the original Trip Hour Period.</p>	<p>§2.R, 13.K</p> <ul style="list-style-type: none"> • Extension defined as added flying to a trip after publication of the final schedule which occurs on a day of scheduled work, but outside the original trip hour period. • Extension / Reschedule --must remain w/n day(s) 	<p>§24.N</p> <p>Displacement/ Reassignment</p> <ul style="list-style-type: none"> • Prior to date of original assignment – Reassignment must be scheduled to report no earlier than 3 hours before original report time, and release no more than 3 	<p>§25.P.5</p> <ul style="list-style-type: none"> • Pilot may be extended to perform an additional round-trip ending at domicile at the end of trip hour period. • Pilot on CDO or finishing a duty period operating 2300-0400 cannot be extended. 	<p>§3.E</p> <p>A Pilot holding a regular, partial or consolidation line who is extended (i.e., additional segment(s) assigned to a Pilot's schedule at the end a duty day) will be paid at 150% of his applicable hourly rate for all flight pay credit for such extension</p>	<p>§6.K</p> <p>Reschedules</p> <ul style="list-style-type: none"> • Prior to date of original assignment – Rescheduled report time will be no earlier than original report time w/o pilot consent, except if original report was after 1000, he may be assigned 	

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		of original trip(s). --must be w/in limits of CBA's Hours of Service and Scheduling rules.	hours after original release. •On same date of original assignment – Reassignment must have scheduled release no later than 3 hours after original scheduled release.	•Must be scheduled for release no more than 4 hours after original scheduled release unless pilot agrees otherwise. •Extension into scheduled day off is considered junior manning.	beginning three (3) hours after his originally scheduled release time.	to report no earlier than 1000. Rescheduled release will be no later than 2:00 past original scheduled release, w/o pilot consent. •On same day as original assignment – Rescheduled release will be no later than 2:00 past original scheduled release.	
Trip Disruption / Re-assignment Process	§25.H.3. ; §25.I.1. •Pilot is "Time Available" - can be used for assignment that ends no later than 1 hour after the termination of the	§13.K.1 <u>Reserve Pilots</u> Reserve pilots will not be given an assignment that takes place on an inviolate day.	§3.K <u>Extensions</u> No pilot may be given a flight assignment having a scheduled departure time on the first day of his pairing in excess of 3 hours earlier than the	§25.L.1 A rescheduled pilot who has commenced a trip hour period shall be required to be reasonably available and may be assigned to any flying or deadheading:	§8.G.1 <u>Reassigned due to more than 1 Pilot assigned to same trip</u> The Pilot not flying the trip will either be reassigned to a similar trip, i.e. same number days and similar	§6.K.5 <u>When a pilot is rescheduled prior to day of original assignment:</u> •The pilot will not be given an assignment that is scheduled to operate earlier than the scheduled	

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Airline	Pinnacle	ExpressJet - CRJ (Formerly ASA)	Comair	Compass	GoJet	Republic	SkyWest
	<p>original assignment.</p> <ul style="list-style-type: none"> •If Reassigned more than 1 hour but less than 3 hours beyond original assignment, the Pilot has been "Extended". •Premium Pay applies to Extensions and a Pilot may refuse 3 Extensions per year. 	<p>§13.K.2 <u>Regular Pilots</u></p> <ul style="list-style-type: none"> •Any rescheduled and/or extended trip must remain within the day(s) of the original trip(s), regardless of when the rescheduling and/or extension occurs or how many times the pilot is rescheduled and/or extended. •A regular pilot will not be required to remain available at a domicile airport without an assignment beyond his assignment window of up to two (2) hours (five (5) hours during IROP conditions) for the purpose of accepting further assignment. •If the Company removes a trip, or a portion of a trip, from a regular pilot, the pilot will be: <ol style="list-style-type: none"> (1) Assigned to a different trip(s), or portion(s) of a trip, or (2) Returned to his original trip, or (3) Placed on short-call reserve during the duty period(s) of the original trip and will not be assigned ready reserve, or (4) Required to remain available at the airport for the purpose of accepting further assignment during his assignment window, or (5) Released until his next original or rescheduled assignment or until he is directed to resume his 	<p>original pairing.</p> <p>A lineholder who is displaced may not be placed on reserve.</p> <p>§24.N <u>When a lineholder is displaced prior to the date of original assignment:</u></p> <ul style="list-style-type: none"> •The pilot will not be given an assignment that is scheduled to report earlier than 3 hours prior to the scheduled report time of his original pairing. •The release time will not be later than 3 hours of scheduled release time of original pairing. <p>When a lineholder is displaced on the same date of the original assignment, the company will, at its option:</p> <p>Direct pilot to remain on rest</p> <ul style="list-style-type: none"> •Assign him to complete remaining flight segments. •Assign him to remain available to move the aircraft for maintenance or repositioning of new aircraft. •Assign to another pairing with a scheduled release time no later than 3 hours after that of original pairing. •Assign him to remain airport available with scheduled release time no later than 2.5 hours following the 	<p>a. which is scheduled to return him to his base by the end of the trip hour period of his lost trip, and</p> <p>b. the scheduled credit time of which will not require further adjustment of his schedule for the current or the ensuing bid period (he may be assigned outside of his originally scheduled trip if the assignment can not be covered by reserve pilots or the assignment is the earliest on-line opportunity to return pilot to base.)</p> <p>§25.L.2 A rescheduled pilot who is at his base either prior to his trip hour period or at the conclusion of his trip hour period shall be available from 0900 (0700 for pilots eligible for bid scheduled trip guarantee) to 1500 (local time) on each day on which his lost trip was scheduled to operate ("recovery period," a.k.a. "recovery days") and may be assigned to any flying or deadheading:</p> <p>a. which is scheduled to depart his base no earlier than the day on which the trip hour period of his lost trip was scheduled to commence, and</p> <p>b. which is scheduled to return him to his base by the end of the trip hour period of his lost trip, and</p> <p>c. the scheduled credit time of which will not</p>	<p>release time, (a.m. or p.m.) or released from duty for the remainder of the trip. The Pilot who does not fly the originally scheduled trip will be credited with the greater of the value of the trip originally assigned or the trip to which he is reassigned.</p> <p>8.G.2 <u>Removed and reassigned for OE purposes</u></p> <p>the Pilot who is reassigned will either be reassigned to a similar trip, i.e. same number days and similar release time, (no later than 3 hours after originally scheduled release time) or released from duty for the remainder of the trip, or the portion of the trip from which he is reassigned. The reassigned Pilot will be credited with the greater of the value of the trip (or portion thereof) originally assigned or the trip to which he is reassigned.</p> <p>§8.G.3 If a Pilot is reassigned from a trip because of minimum experience between a Captain and a First Officer who are paired together, the Pilot who is reassigned will either be reassigned to a similar trip, i.e. same number days and similar release time (no later than</p>	<p>report time of his original pairing without the consent of the pilot unless the original scheduled report time was after 1000, in which case he may be assigned to report earlier than the original report time, but no earlier than 1000.</p> <ul style="list-style-type: none"> • The pilot will not be given an assignment with a scheduled release time more than two (2) hours later than the original scheduled release time, without the pilot's consent. <p><u>When a pilot is rescheduled on the same day of original assignment, the company will, at its option:</u></p> <ul style="list-style-type: none"> • Assign him to remain on rest • Assign him to complete any remaining flight segment(s) in the pairing; • Assign him to remain available to move the aircraft for maintenance or repositioning of the crew and/or aircraft; •Assign him to another pairing with a scheduled release time no more than 2 hours later than the scheduled release time of his original pairing; • Assign him to remain "airport available" up to two (2) hours following notification of rescheduling. 	

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		original or a rescheduled trip(s). §13.K.3 <u>Extensions</u> •A regular pilot will not be extended more than ten 10 times per year •Any extension scheduled for 90 minutes of duty time or less will not count toward the extension limitation above. •Premium pay will apply for an extension of any length.	displacement. A regular lineholder who is displaced prior to the end of his pairing, will be required to remain available: • For reassignment for a period not greater than 60 minutes, or • To the end of the pilot's original duty period (if less than 60 minutes) • A displacement known by the Company more than 60 minutes before the pilot is notified is not subject to this rule.	require further adjustment of his schedule for the current or the ensuing bid period. A rescheduled pilot who is removed from his trip prior to commencement of such trip shall not be required to be available at base earlier than the scheduled report time of the trip from which he was removed, provided that, a pilot who is removed from a trip with a report time of 1400 local base time or later shall be required to be available at base for up to 1 hour from scheduled report time.	3 hours after originally scheduled release time) or released from duty for the remainder of the trip. The reassigned Pilot will be credited with the greater of the value of the trip originally assigned or the trip to which he is reassigned. §8.H <u>Reassigned for Operational Reasons</u> If a regular line holder, or Partial line holder, has been removed from a trip or a portion thereof, and Scheduling has no immediate assignment for the Pilot, he may be: (a) given another trip assignment (b) placed on reserve during the time of the original trip, or (c) relieved from duty. If a Pilot is reassigned or placed on reserve pursuant to this paragraph, he will be paid for the greater of the value of the original assignment or the assignment he actually performs.	While "airport available" the pilot will remain readily available for any flight or deadhead assignment with a scheduled release time no more than two (2) hours later than the scheduled release time of his original scheduled pairing. •Release him from all duty. Once released, he will not be required to remain telephone available for the duration of the original pairing. For a multi-day pairing, the pilot shall contact Crew Scheduling after 1700 hours base time the day proceeding each day of the pairing. If there is no assignment he will be released for the following day	
Monthly Vacation Bidding	§7.D.4. Company posts monthly vacation grid with early bid package and Pilot may bid or exchange previously awarded weeks with open weeks.	LOA 11 •The Company will post open vacation periods no later than 1700 ET each Friday. •If no vacation period(s) exists the Company will post that no vacation period(s) are available. •A vacation period(s) that becomes available after	§7.B.9.a-b The Company will publish available vacation periods for each category not later than 12:00 pm on the twenty-first (21 st) of each month.	No provision.	No provision.	§6.C All awarded and available vacation time will be posted as part of the bid package contents which will be made available to pilots at or before 1200 hours on or before the twelfth (12 th) of the month prior to the bid period.	

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		the first (1st) of the month preceding the month in which the vacation period(s) is scheduled may be picked up on a first-come, first-serve basis up until the monthly line bid closes. A pilot who voluntarily swaps a vacation period(s) with open vacation must concurrently pick up another available period(s) within the same calendar year.					
Shift/Slide vacation period/Days off to be adjacent to vacation periods.	<p>§7.A.5 Vacation will be taken in seven (7) day blocks with minimum Days Off prorated and rounded to the nearest whole number based on the amount of vacation days occurring in that month, in accordance with Appendix D. A Pilot may elect to have one Day Off pre-assigned to either or both end(s) of the vacation period. Such Days Off will be counted toward the Pilot's minimum monthly Days Off. Such election must be submitted electronically to Crew Planning in accordance with paragraph E.2., below.</p> <p>§7.E.1 Prior to bidding, a Pilot may shift his vacation up to three (3) days in</p>	<p>No provision.</p> <p>§7.B.1. Vacation period will consist of seven (7) days commencing on a Monday and ending on a Sunday.</p>	<p>§7.B.10 A pilot will begin his vacation within the first 4 days of the awarded or assigned vacation period. The pilot will, as part of his monthly bid, indicate the day the vacation will commence.</p> <p>§7.C Personal days in conjunction with vacation</p> <ul style="list-style-type: none"> • In order to utilize banked pay hours in conjunction with vacation, a pilot must be a participant in the banking system set forth in Section 3. H. • A pilot must notify the Company of his intent to use a personal day in the bid period preceding the bid period in which the personal day is to be taken. • The pilot will notify the Company of his preference to apply the personal day to the day before or the day after the 	No provision.	No provision.	No provision.	

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	either direction.		awarded vacation period.				
Additional Virtual Credits	§3.T Short Term Training – 5 hrs/day PC /RFT – 5 hrs/day Vacation – 3.5 hrs/day Part-Time Instructor Assignment – f4 hrs/day Travel Day – 4 hrs/day	§3.K per LOA 11 Vacation - 3.5 to 4.0 Training (CQE) - 4.0 Training (non-CQE) - 3.95 ALPA Leave - 6.0 Involuntary Assignment - 6.0 Jury Duty - 3.95 Bereavement - 3.95 For the following, Virtual Credit ranges from 2.25 to 3.75 depending upon Threshold Line Value: Sick Leave, Medical Leave, Military Leave, Family Leave, Personal Leave, Resignation, Retirement, Workers' Comp, Maternity Leave, Moving Days, Non-pay status, COMA, Furlough	§24.E <u>Absence</u> <u>Hrs/Day</u> Recurrent Ground School 4 Recurrent Check Ride 4 Company Business Training 4 2 or 4, as appl. Union Leave 5 Part Time Instructor hrs/ 25 7-day block Jury Duty Leave 3.75 Military Leave 2.75 Company Offered Leave 2.73 Medical Leave 2.45 Workers' Comp 2.45 Maternity Leave 2.73 Family Medical Leave 2.73 Personal Leave 2.45 Non-pay Status 2.45 Furlough 2.73 Resignation 2.45 Retirement 2.73	§23.G.8 For purposes of schedule bidding only, a pilot who, at the time of preparation of the bid package, has a known, unpaid period of unavailability during the bid period (e.g., retirement, personal leave of absence, medical leave of absence, military leave) shall be credited with 2:30 hours for his position for each day of such unavailability. Ground and Flight Training - 3:30 hrs/day OE - Hrs flown/day Ready Reserve - 4:00 hrs/day Reserve Daily Rate - 3:30 hrs/day Moving Days - Trips missed Association Leave - Trips missed Jury Duty - 3:30 hrs/day	§8.C.1 Full day training (more than 5 hrs)- 4 hrs/day Half-day training (less than 5 hrs) - 2 hrs day Reserve day - 4 hours Bereavement Leave - 4 hrs/day <u>Vacation pay</u> 3.25 hrs/day <u>Sick pay</u> Lineholder pay - Trips missed Reserve pay - 3.5 hours/day <u>Training pay</u> 4:00 pay per day; 2:00 pay per half day, excluding line checks. (Full day = maximum 5:00 of training.) <u>Airport reserve</u> A Pilot sitting airport reserve will be credited with the greater of 5 hours or the flight pay credit of any assignment flown during the airport reserve assignment.	§6.F.1 Company Business - 5 hrs/day Training - 4 hrs/day Union Leave - 5 hrs/day Jury Duty Leave - 5 hrs/day Military Leave - 4 hrs/day Company Offered Leave - 3 hrs/day Medical Leave - 2.60 hrs/day Workers Comp - 2.60 hrs/day Maternity Leave - 2.60 hrs/day Family Medical Leave - 2.60 hrs/day Personal Leave - 2.60 hrs/day Non-pay Status - 2.60 hrs/day Furlough - 2.75 hrs/day Resignation - 2.50 hr/day Retirement - 2.60 hrs/day Other - 2.60 hrs/day Vacation - 18 hrs/week	

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Exceeding Maximum On Duty Time to Deadhead from Training	<p>§12.H.1-2; LOA 8; §11.M.1.d</p> <p>•Scheduled and actual duty limits of 14 hours and 15 hours, respectively are not applicable to duty periods consisting solely of trans-Atlantic deadhead to/from a training/checking site.</p> <p>•Pilot may waive training duty limitations in order to deadhead to domicile after a training event.</p>	<table><tr><th>Report Time</th><th>Max Scheduled Duty*</th></tr><tr><td>0400-0559</td><td>12:30 hours</td></tr><tr><td>0600-1459</td><td>14:00 hours</td></tr><tr><td>1500-2159</td><td>13:30 hours</td></tr><tr><td>2200-0359</td><td>11 :00 hours</td></tr></table> <p>*Max does not apply for deadhead at the end of a duty period.</p>	Report Time	Max Scheduled Duty*	0400-0559	12:30 hours	0600-1459	14:00 hours	1500-2159	13:30 hours	2200-0359	11 :00 hours	<table><tr><th>Report Time</th><th>Max Scheduled Duty</th></tr><tr><td>0500-1500</td><td>13:30 hours</td></tr><tr><td>1501-2200</td><td>13:00 hours</td></tr><tr><td>2201-0459</td><td>11:00 hours</td></tr></table> <p>Actual maximum - 1:00 above scheduled limits</p> <p><u>Following layover rest of less than 9 hours</u></p> <p>•11 hours scheduled</p> <p>•11:30 - 13:30 actual</p> <p>§12.B.8.C A pilot may, at his option only, agree to exceed the scheduled duty limitations for the sole purpose of scheduling a deadhead back to domicile in order to protect the integrity of the following day.</p>	Report Time	Max Scheduled Duty	0500-1500	13:30 hours	1501-2200	13:00 hours	2201-0459	11:00 hours	<p>§12.C.2-3</p> <p>•14 hours scheduled</p> <p>•16 hours actual</p> <p>§11.E.2 If a pilot is deadheaded to or from ground school on a day of ground school training, the total scheduled duty time shall not exceed 12 hours.</p> <p>§11.F.2 Same provision as above for a day of simulator training.</p> <p>§11.I.3 Except for deadheading as provided in Sections 11 E.2. and 11 F.2. (above), a pilot shall not be required to perform any other duties prior to or after training or checking without receiving an intervening rest period of at least 10 hours, which may be reduced with the pilot's consent.</p>	<p>§7.B</p> <p>•14 hours scheduled</p> <p>•CDOs - 12 hours scheduled</p> <p>Actual Duty Time Limitation – FARs</p> <p>§20.G.6 A Pilot shall receive a travel day before and after any required training or checking event conducted away from his domicile. This travel day may be waived by the Pilot.</p>	<p>§23.B</p> <p>•14:00 hours scheduled*</p> <p>• 10:00 hours for pilots scheduled for a reduced rest overnight</p> <p>• CDOs - 15:00 hours scheduled*</p> <p>• Actual Duty Time Limitation - 16 hours*</p> <p>*These limitations do not apply for the deadhead on the last leg of a duty period.</p> <p>§1.I.c Except for IOE, a pilot in training will not be required to remain on duty for more than 12 consecutive hours, which may be extended to 14 hours to return a pilot to base. Travel to or from training that takes place outside of the forty-eight (48) contiguous states is exempt from this requirement.</p>	
Report Time	Max Scheduled Duty*																								
0400-0559	12:30 hours																								
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1500-2159	13:30 hours																								
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Exhibit 13

Airline	Pinnacle	Air Wisconsin	Am. Eagle	ExpressJet - ERJ (Formerly ExpressJet)	Mesa	Trans States
Union	ALPA	ALPA	ALPA	ALPA	ALPA	ALPA
Amend Date	2/18/2016	10/1/2011	1/1/2013	11/30/2010	12/10/2010	7/1/2015
Aircraft Repositioning	§1.B.1. All flying under the operational control of the Company must be done by seniority list Pilots.	§1.B •Seniority list pilots must perform all flying. •Excludes ferrying aircraft to/from a contract maintenance facility, initial delivery of new aircraft, and carrying passenger baggage that could not be carried on the same aircraft as the passenger.	§1.B.1 •All flying performed on Company aircraft in its scheduled airline service will be performed by pilots on the Pilots' System Seniority List. • "Scheduled airline service" means all flying of passengers and freight on Company aircraft as reflected in the Official Airline Guide and any other schedule or timetable published (in print or electronically) by the Company, and all of the following activities performed in support of the Company's scheduled airline service: charter flights, extra section flights, maintenance flights, ferry flights, test flights, flights involving the delivery of new Company aircraft, and high speed taxing of Company aircraft.	§1.B •Seniority list pilots must perform all flying. •Excludes flying due to a dry lease to another carrier, delivery of aircraft from a seller or to a purchaser, and positioning of aircraft in conjunction with maintenance. LOA 3 If a maintenance flight requires the use of procedures which are part of the Line Pilot Training and Evaluation Curriculum and/or the flight test guide for the given aircraft type, it may be assigned to a line pilot; otherwise it shall be flown by a management pilot.	§1.B •Seniority list pilots must perform all flying. §15.B Pilots will not be required to conduct engine-out ferries. Additionally, pilots will not be required to conduct gear down ferries unless it has been determined that the gear would be "retractable" in the event of an in-flight emergency which could occur during the ferry flight.	§1.B All flying in and for the scheduled revenue passenger service of the Company and any wet lease or charter flying presently performed or to be performed in the future by the Company, shall be performed by active Pilots on the Trans States Airlines Pilots' Seniority List and shall be flown in accordance with the provisions of this Agreement.
Premiums and Overrides	§25.I.1. Extension – 150% pay commencing with the first leg that operates 1 hour beyond original trip our period; paid above guarantee Exception: the last available pilot who accepts extension assignment is paid at 200%. (Extension beyond 3 hours is considered JA.)	§3.N <u>Extension Pay</u> 150% for all credited time beyond originally scheduled bid award.	§11.J.4; §3.H <u>Extension Pay</u> Involuntary premium pay of the greater of the scheduled or actual flight time of the extension legs flown. Extension legs added to a pilot's schedule, but not flown, will be paid at the involuntary premium pay rate if such legs are cancelled more than fifteen (15) minutes after the pilot's last block-in time. <u>Open Time Pickup On Critical Coverage Days</u> •150% for picking up of open	§3.E.6 <u>Reassignment</u> A pilot who is reassigned beyond his original trip termination time shall be paid at 150% of his rate of pay for the actual block time beyond his originally scheduled termination time.	§3.F <u>Holidays</u> •150% pay for flying on Company holidays §3.H •Paid 200% for improper reassignment segments for the equipment flown. §13.E.10 <u>Critical Flying Trips</u> •The Company may offer incentives for certain "critical flying" trips. Such premium pay will not be paid to a pilot who	§3.E.1.b <u>Rescheduled</u> Paid 150% hourly rate above guarantee if required to report more than 1 hour before report time of original trip, or if additional round trip begins more than 1 hour beyond originally scheduled release, or if trip is overnight. §3.E.1.c <u>Reserve on a day off</u> A reserve line holder who is assigned duties on a scheduled day off (as published in the final schedule)

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			time on New Year's Day, July 4th, Labor Day, Thanksgiving, and Christmas. Company may designate additional days.		picks up critical flying on an originally scheduled work day.	shall be credited 125% of his applicable hourly rate for the time flown on the scheduled day off.
Junior Assignment Limits	§25.I.5 •A Pilot may not be junior assigned for more than 8 duty periods per year and no more than 3 DP's per month. •If junior assigned below minimum days off also receive a Comp day. •Pilot may decline junior assignment 3 times per year (no more than 1 in a month)	§25.P.2 A pilot will not be required to fly a junior assignment, or be extended for more than 6 duty hours (measured from the scheduled termination point of the pilot's original trip hour period) or 3 legs, whichever occurs first for more than a total of 10 duty periods in a calendar year unless the pilot consents to perform the flying.	§11.L.2 •No pilot will be junior manned more than 2 times in any contractual month or 12 times in any calendar year. •Failure to notify Crew Scheduling of completed 12th JA assignment (in one year) will render the pilot subject to junior manning above the annual limit until such time as the pilot notifies Crew Scheduling.	§21.G.3 •Pilot will be bypassed in first attempt of coverage if he would not receive 2 days off in domicile in 7 consecutive days as a result of junior manning, or he would be required to drop trip that would generate additional junior manning. •No junior manning for a trip that operates on consecutive days off before/after vacation or training other than recurrent.	§13.H.5.b •After reserves and volunteers: -The most junior pilot available in status and equipment, first in domicile then within the same hub system; then to -The most junior pilot available in status and equipment while on scheduled days off, in the following order: (a) within the domicile; then (b) within the same hub system; then (c) system-wide. •In no event will a pilot be required to fly below the number of minimum guaranteed days off.	§25.J •Max of 2 J/As per month. In exceptional circumstances, 3 additional 1-day trips per year. •A pilot with the contractual minimum days off will not be junior assigned before more senior pilots who have more than the contractual minimum days off.
Minimum Rest	§12.F <u>At Domicile</u> •11 hours scheduled or rescheduled •10 hours between CDOs <i>May be reduced to 9 hours if inbound arrival on last flight of previous duty period is delayed.</i> <u>At Layover Station</u> 9 hours scheduled <i>Unless approved for <9 hours by the Association Scheduling Committee (otherwise next duty period shall be for a maximum of 12 hours).</i>	§12.D <u>At Domicile</u> •12 hours scheduled •10 hours between CDOs <u>At Layover Station</u> 8 hours scheduled at hotel	§10.F <u>At Domicile</u> 10 hours scheduled <u>At Layover Station</u> 8.5 hours scheduled	§5.B <u>At Domicile</u> 11 hours. May be reduced with pilot's approval if hotel room is provided at the airport. <u>At Layover Station</u> 8 hours	§12.C <u>At Domicile</u> FARs <u>At Layover Station</u> FARs	§12.D <u>At Domicile</u> 10 hours actual <u>At Layover Station</u> •8:45 hours - scheduled •8:30 hours - actual except for stand-ups.
Minimum Guarantee	§4.A <u>Lineholders</u> 75 hours	§4 <u>Lineholders</u> 75 hours	§3.C; §25.B.2 <u>Lineholders</u> •72 hours (64 hours plus 16	§3.B <u>Lineholders and reserves</u> •75 hours	§4.A <u>Lineholders</u> Greater of 75.83 hours or	§3.C <u>Lineholders</u> 75 hours

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	<u>Reserves</u> 75 hours	<u>Reserves</u> 75 hours	hour per diem per day for new hires until completion of IOE) •95 hours - Check Airmen <u>Reserves</u> 75 hours LOA#6 •82 hours - Ground school instructors at training center	Part II, §3.B <u>Flight Instructors</u> •90 hours Part III, §3.A2.b <u>Charter Pilot</u> •90 hours - charter	Final bid award (Line Guarantee) <u>Reserves</u> 75.83 hours	<u>Reserves</u> 72 hours 74 hours – Beg. 8/1/12 75 hours – Beg. 8/1/13 <i>60 hours for initial hire pilots until line qualified.</i>
Monthly Pay Cap	No provision	No provision	No provision	No provision	No provision	No provision
Maximum On Duty Time	§12.H; §12.J.3; §11.M •14 hours scheduled <i>Not applicable to duty periods consisting solely of trans-Atlantic deadhead to/from a training/checking site.</i> •15 hours actual <i>Unless specifically requested by the Captain and approved by a Flight Manager.</i> •CDO – actual maximum 4 legs or 5 hours of scheduled flight time	§12.B <u>Report Time</u> <u>Max Sched Duty</u> 0600-0759 12:00 plus 1 min per min >0600 0800-1159 14:00 1200-1259 14:00 minus 1 min per min>1200 1300-1659 13:00 1700-1759 13:00 minus 1 min per min>1700 1800-0559 12:00 Actual maximum - 16:00 CDOs - 14:00 scheduled maximum, 15:00 actual	§10.A •14 hours (except CDOs); may exceed with concurrence of Scheduling Committee. •12 hours following a scheduled reduced rest of <9 hoursActual maximum - FARs	§5.A <u>Report Time</u> <u>Max Sched. Duty*</u> 0430 - 2100 13:30 hours 2101 – 0429 11:00 hours §21.C.2.a CDO - 14 hours §5.A <u>Report Time</u> <u>Max Actual Duty*</u> 0430 - 2100 15:30 hours 2101 – 0429 12:30 hours <i>*except stand-ups or reserve phone availability</i>	§13.I.7 CDOs - 14 hours Actual Duty Time Limitation - FARs	§12.E •14:00 hours scheduled •16:00 hours actual §12.F CDOs - max 4 legs, 5:30 hours scheduled flight time
Report and Release	<u>Report for Flight Duty</u> §12.B.1. <i>At Domicile:</i> 60 minutes <i>On Layover:</i> 30 minutes: <u>Release from Flight Duty</u> §12.B.2. <i>At Domicile:</i> 15 minutes <i>On Layover:</i> 15minutes	<u>Report for Flight Duty</u> §12.J <i>At Domicile:</i> 45 minutes (30 minutes for deadhead) <i>On Layover:</i> 45 minutes <u>Release from Flight Duty</u> §12.J <i>At Domicile:</i> 15 minutes (30 minutes for deadhead) <i>On Layover:</i> 15 minutes	<u>Report for Flight Duty</u> §10.A.5. <i>At Domicile:</i> 45 minutes <i>On Layover:</i> 45 minutes (may be reduced by Company to not less than 20 minutes) <u>Release from Flight Duty</u> §10.A.6. <i>At Domicile:</i> 15 minutes (30 minutes if required to clear customs) <i>On Layover:</i> 15 minutes (30 minutes if required to clear customs)	§5.B. <u>Report for Flight Duty</u> <i>At Domicile:</i> 60 minutes. Company may adjust report times. Charter – 45 minutes prior to scheduled departure of deadhead, 60 minutes prior to scheduled departure of ferry or revenue flight. <i>On Layover:</i> 45 minutes. Company may adjust report times. Charter – 45 minutes prior to scheduled departure of deadhead, 60 minutes prior to	§2.M. <u>Report for Flight Duty</u> <i>At Domicile:</i> 45 minutes <i>On Layover:</i> 45 minutes <u>Release from Flight Duty</u> <i>At Domicile:</i> 15 minutes <i>On Layover:</i> 15 minutes	§12.B. <u>Report for Flight Duty</u> <i>At Domicile:</i> 45 minutes (No more than 1 hour) <i>On Layover:</i> 45 minutes (No more than 1 hour) <u>Release from Flight Duty</u> <i>At Domicile:</i> 15 minutes <i>On Layover:</i> 15 minutes

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				<p>scheduled departure of ferry or revenue flight.</p> <p><u>Release from Flight Duty</u> <i>At Domicile:</i> 15 minutes</p> <p><i>On Layover:</i> 15 minutes</p>		
Bid Period Designation	<p>§25.B. Bid period dates defined.</p>	<p>§2.B •Bid period dates defined. •No provision regarding modification of the bid periods.</p>	<p>§2 •Bid period dates defined. •January, February and March will each be a thirty (30) day month through the addition of January 31st and March 1st to the month of February. Leap year will make February a thirty-one (31) day month. •The Company may, at its option for a given year, declare that up to any other four (4) months containing thirty-one (31) calendar days be deemed thirty (30) day contractual months by taking the first or last day of each such month and adding it to each or all of the thirty (30) calendar day months.</p>	<p>§21.B •Bid period dates defined. •Company will consult with Association before changing any bid periods. Any change will be included in the Bid packet.</p>	<p>§12.A •Bid period dates defined. •No provision regarding modification of the bid periods.</p>	<p>§25.C.1 •Bid period dates defined. •Bid period means a calendar month as defined in this Agreement, except that the Company may construct one (1) sixty (60) day bid period per aircraft type per calendar year. Additional bid periods in excess of a calendar month may be constructed with the mutual agreement of the parties. •Where necessary to alter a bid period due to an airline schedule change, Crew Planning will consult with the Association Scheduling Committee to arrive at an alternative.</p>
Build up line construction	<p>§25.E.2.I. Build up lines constructed for Pilots not able to participate in the monthly bid process. Lines are built commensurate with seniority, i.e., type of line and days off.</p>	<p>§2. Relief line means a line of time published with the final bid awards that consist of trips dropped as a result of vacation, scheduled leaves of absence of less than a month, time off without pay of less than a month, integration (where a CI day appears), open flying, training, LCs, and AV days.</p> <p>§25.11 •Available ("AV") days posted in a relief line must correspond to planned absences of other relief lineholders. The number</p>	<p>§11.B.1 Monthly schedules will contain regular and reserve lines of time, and when appropriate, schedules may also contain: a. relief lines, and/or b. composite lines. The number of composite lines published in the monthly bid package may not exceed ten percent (10%) of the total number of regular lines of time. c. additional composite lines may be built and awarded to reserves each month, following the forty-eight (48)-hour monthly open time window</p>	<p>§21D.2 •The rules for regular line construction will apply to relief lines. Relief lines may be constructed with a combination of trips, RA days or training. •A pilot on an RA day will have a 10 hour phone availability period beginning at 0600 and ending at 1600 LT at the pilot's domicile.</p> <p>§2. An "RA day" is defined as "a phone availability period assigned to a lineholder."</p>	<p>No provision.</p>	<p>§25.2.e •A pilot who is disqualified from bidding a schedule and who thereafter becomes qualified/active (including postponement of a training class starting date) shall work jointly with Crew Scheduling to build a regular, build-up, or reserve line. •The line shall contain the same number of days off as the line he could have held based on his seniority if he had been eligible to bid.</p> <p>§25.B.3.b</p>

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		of AV days posted must be consistent with the days of the planned absence(s). • AV days may be utilized to accommodate open time and trips (or portions thereof) that fall out of other relief lines due to vacation, leave, etc. If no trip (or LC day) is placed on an AV day, it becomes a day off. • Long call days ("LCs") may be placed on any relief bid line that has less than seventy-five (75) credit hours. LCs cannot be placed on a regular line.	pursuant to Section 12 D.2. §11.B.3 Reserve duty days may be included in a composite line, when final bid lines are awarded.			• Build-up lines will be blank when posted. • After bid closing and the initial open time award, build-up lines will be filled in with trips that remain open as a result of vacation, training, open time, or other known unavailability of successful bidders. • Reserve days may be added to fill out lines where sufficient flying is not available to provide a full line of time. No additional reserve days will be added once the pilot's line credit has reached or crossed eighty five (85) hours.
Reduced Availability Lines	§25.L.1. Company may use PBS to award reduced availability lines with manual processes to fix associated errors.	No provision.	No provision.	No provision.	No provision.	No provision.
Training Pay	§3.O. <u>Ground</u> – greater 4:00 or cancellation/reassignment pay. <u>Simulator</u> – greater of scheduled/actual flight time or cancellation/reassignment pay. <u>Video/computer training</u> completed during a flight duty day – greater of 1:00, 50% of FAA-approved training credit (or required time if no FAA credit hours exist); paid above guarantee <u>Home Study, Recurrent</u> – paid above guarantee: -1st 16:00 – greater of 1:00 or 50% of FAA-approved training credit (or required	§11.I; §11.H <u>Short Term</u> - 3.8 hours per day (no pay for touching trips dropped due to conflict). <u>Long Term</u> - 2½ hours per day, including scheduled days off and travel days. <u>Re-test due to failure</u> - 2.2 hours per day. <u>Special Training</u> - trip pay if in conjunction with assigned trip. <u>Home Study</u> – 1 hour pay for each 2 hours of FAA training credit earned.	§3.L; §4.A <u>Long-Term Training</u> – • Lineholders paid trips missed or ¾ hours per day, (minimum 75 hours for entire month) including travel days. For long-term training (more than 1 month), minimum guarantee of 78 hours for the first month. • Reserves paid 3.9 hours per day for each work day missed; 78 hour monthly guarantee for first month of training. <u>Short-Term Training</u> (Recurrent Ground/Recurrent Flight Training) Lineholder – 3.7 hours per day; Reserve – 3.9 hours per day; 75 hours for entire month. <u>Home Study</u> - 50% of FAA	§14.H <u>All Training</u> - Full month - 80 hours pay. Partial month (except for home study) – 3.75 hours/day plus the greater of the value of all trips flown during the month, his adjusted line value before training adjustments, or monthly guarantee. Charter pilot who trains on a duty day is paid 5.5 hours per day at applicable rate of pay + \$18 per hour override. <u>Home Study</u> – 1 hour's pay for each 2 hours' study. <u>Voluntary Training on Day Off</u> – 150% applicable hourly rate. Charter pilot: 3.75 hours at 150% of applicable hourly rate without charter override.	§11.C <u>Transition/Recurrent</u> – 4 hours if training is 4 hours or more. Minimum of 2 hours of flight pay and credit for training less than 4 hours. Pilots will not receive less than the minimum guarantee as a result of being assigned to training.	§3.G <u>Initial and Upgrade/Transition</u> - Greater of actual flight pay credit for 4 hours per day, or monthly guarantee. <u>Recurrent Ground</u> - 4 hours flight pay. <u>Recurrent Flight</u> - Actual flight time. Oral exams are part of flight training if done on same day. If done on separate day, credited as ground training. <u>Requalification</u> – greater of trip pay credits or prorated guarantee. <u>Self-study</u> – Pay and credit for 1 minute flight pay per 2 minutes of training. FAA-designated time requirement will be used if available, otherwise Company and union shall determine the time

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	time if no FAA credit hours exist). -After 16:00 – 100% pay. <u>Home Study, Non- Recurrent, Long-Term</u> – greater of 1:00 or 50% of training credit approved by FAA or PTRB. <u>Home Study, Non- Recurrent, Non-Long-Term</u> - paid above guarantee: -1st 6:00 – 50% of FAA/ATC credit hours -After 6:00 – 100% pay.		assigned value of training module. <u>New Hire</u> - Minimum 64 hours per month until completion of IOE.			requirements. <u>Other</u> – Required training with a designated time requirement while on duty – credited 1 minute per 2 minutes of training plus other credits.
Training Difficulties & Delays	§11.A.3.a.ii.; §11.A.3.d.ii. If a Pilot's training partner has difficulties that might delay training, the Company will use best efforts to substitute experienced partners to conclude training on schedule.	No provision.	No provision.	No provision.	No provision.	No provision.
Vacancy bids and Training Timeline	§24.B.5 No class will commence more than one hundred ten (110) days from the posting of the Notice	No other apparent restriction on time to be placed into training (<i>see below</i>). §11.A.2 The training schedules of pilots who are awarded the same position and status on the same vacancy award will be in accordance with seniority to the maximum extent possible.	§15.D <u>Order of Training or Transfer</u> Pilots will be entered into training in order of vacancy bid award, in seniority order by bid status, unless withheld by the Company in accordance with Section 15.G or unless a pilot elects to postpone training in accordance with Section 8. K. 2 (conflicting vacation at time of training class). A pilot who elects to postpone training in accordance with Section 8. K. 2. will not be entitled to any withholding pay, accommodations, or expenses provided for in Section 15. G §15.G •A pilot may be withheld from occupying awarded bid status under the following	§9.C.2.b The vacancy notice will include the anticipated effective date which will not be less than 30 days or more than 9 months from the closing date of the vacancy award. §9.C.5 <u>Posting and Award of Advancement and Training Dates</u> Advancement dates are the dates on which the Company anticipates moving pilots into awarded positions in advance of the vacancy effective date.b. Training dates are the dates that the Company anticipates that pilots who need training to fill their vacancy will begin training.c. Within 7 days of a vacancy award, the Company	§23.B.4 Each training opportunity will be specific as to equipment, status and domicile and will be awarded to the qualified senior eligible pilot based on the preferences indicated by the time and date stamp of the initial bid award. The standing/displacement bid file will be updated and made available electronically at the end of each quarter. §23.H Training Holdback1. The Company may holdback from training events/awards. Pilots who are "heldback" will be compensated on a I-for-I basis. 2. Pilots who are "heldback" but are not eligible for the I-for- I compensation will either be	§24.C.5 A Change Notice may reference more than one position but shall have the same effective date for all listed positions. §24.C.8 Any Change Notice may be cancelled at any time up to its effective date. Any changes to a Change Notice at any time will require a cancellation or a new Change Notice and re- award, except that a training class may be postponed for up to sixty (60) days without a re- award.

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			<p>circumstances: 1. If the pilot is within 14 months of retirement; or for 2. Operational reasons , such as staffing requirements or availability of training or equipment. •Duration of withholding - A pilot will be advised at the time of withholding the reason and estimated duration of withholding, and such duration will not exceed 6 months. The 6 month limit does not apply to a pilot being withheld because he is within 14 months of retirement.</p> <p>§15.G.2 If a pilot will not require training, his transfer will be no later than 60 days after the posted effective date for that vacancy.</p>	<p>will post for bid the available advancement and training dates. Pilots awarded those vacancies are eligible to bid on the dates. Bids will close 7 days after posting and be awarded in accordance with seniority. If a pilot fails to bid or bids an insufficient number of choices, he will be assigned the earliest date to which his seniority entitles him. Awards will be posted 2 days after bid closing.</p> <p>§9.C.7.e If the Company cannot release a pilot from his current position to attend training or advance the pilot to his new position because there are an insufficient number of pilots in his status and domicile, the Company may delay training for up to 60 days or advancement for up to two bid periods. The determination that there are insufficient pilots will be made on an individual basis in accordance with seniority and discussed with the Association.</p>	<p>trained for the position or compensated at the applicable pay rate for the position at 120 days after the initial class date ofthe holdback.</p>	
Aircraft Currency	<p>§9.A. A pilot may not be required to maintain currency in more than 1 equipment type at a time.</p>	<p>§11.F A pilot will not be required to maintain dual qualifications. Once a pilot begins training in a new category (seat and/or equipment), he will not be required to fly in his previous category. However, a pilot who is upgrading in the aircraft he currently flies may be required to perform line flying only between ground school and</p>	No provision.	No provision.	<p>§15.C. •No requirement for dual qualification of line pilots. •Company reserves right to require dual qualification of Supervisory Pilots.</p>	<p>§11.F •Except in the event of equipment phase-in or phase-out, pilots shall not be required to maintain qualifications in more than one equipment type. •Different series of a particular model of aircraft will be considered one equipment type.</p>

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		simulator/aircraft training. A definition of "equipment" is not provided.				
Home Study Limits	§11.K.2.d.ii. No more than 2 program hours per month and 12 program hours per year of non-recurrent, non-long-term training.	None.	§3.L.3 Only those items approved by the FAA may be incorporated into a Homestudy lesson(s).	None.	None.	None.
International Report Time	§12.B.2 Away from domicile – 30 minutes	No provision for international report time	§10.A Same as domestic report time at layover (45 minutes; may be reduced to 20 minutes)	§10.A Same as domestic report time at layover (45 minutes; may be adjusted by up to 15 minutes)	No provision for international report time	§12.B Same as domestic report time (normally 45 minutes; may be adjusted up to 1 hour)
Open Time Process	§25.G.3.a. Open trips must first be made available to Pilot wishing to add or trade before it can be assigned as part of the reserve process.	§25.P Requested open time is awarded initially by seniority and category provided pilot is legal and qualified. <u>After initial award, awarded to</u> 1) A pilot with "LC" days, "green pilot", or a pilot in need of consolidation time. 2) A pilot who has expressed a desire to add trips, provided the pilot has submitted his request to add trips in writing. 3) A management pilot, at company option, but not before 48 hours from the scheduled departure of the flight. 4) Reserve pilots - domicile. 5) Reserve pilots - system. 6) Junior assigned - domicile. 7) Junior assigned - system.	§11.I; §12.E.4.f Open time will be assigned in the following order: 1) Listed volunteers in domicile (in seniority order when open time is available more than 3 hours prior to scheduled departure) 2) Listed volunteers out of domicile 3) Reserves - in domicile - assigned to ready reserve if notice is less than call out time - assigned to ready reserve or reserve if notice is greater than call out time - ready reserves assigned prior to any pilot being JA'd - ready reserve F/O assigned prior to any reserve captain being assigned as a F/O 4) Reserve - out of domicile according to reserve assignment procedures, except that no captain will be used as a F/O out of his domicile. 5) Junior assign - in domicile. 6) Junior assign - out of domicile. The Company may withhold specific open time trip	§21.G.1 Open time will be assigned in the following order: 1) Pilot who is removed from a trip by the Training Department; 2) Pilot needing consolidation of skills or currency; 3) Pilot on RX days in domicile (phone availability period assigned to a line holder for trip pay protection); 4) Pilot on RA days in domicile (phone availability period assigned to a lineholder); 5) To Reserve; 6) To pilot on volunteer list in domicile seniority order. §21.H.1.q A pilot may pick up an unassigned trip at any time prior to the report time of the trip. §3.E.8 <u>Red Flag Trip</u> Prior to an open trip's departure, Crew Planning may red flag that trip. Red flagged trips may only be picked up by lineholders on days off and will be credited at the Junior	§13.H <u>Open flying remaining will be assigned as follows:</u> - may be assigned to reserves. - remaining flying posted at least 72 hours in advance – first-come, first awarded up to 48 hours in advance. - volunteers list by seniority - junior available pilot in domicile then within same hub system; - junior available pilot on scheduled days off as follows: - domicile - same hub system - system-wide	§25.F.2 <u>Initial open time</u> -Awarded first to pilots in seniority order adding and/or trading with open time. -a trip drop transaction with initial open time shall be granted when there are reserves to cover seventeen percent (17%) of the pilots scheduled to fly in that position on the day(s) of the trade or drop, based on the reserve lines published in the initial bid award. -Trip trades in initial open time do not have to be of equal credit value, so long as the days traded are the same. (A pilot may trade a trip on the 4th, 5th, and 6th of the month for a different trip on the 4th, 5th, and 6th of the month.) §25.G <u>Procedure for assignment of open time available within 72 hours</u> 1) Volunteer sign-up list 2) Assign to reserves (including airport reserves)

Airline	Pinnacle	Air Wisconsin	Am. Eagle	ExpressJet - ERJ (Formerly ExpressJet)	Mesa	Trans States
			sequence(s) for reserve pilots. The Company will have the option to withhold 2 reserves or a number of reserves up to 4% of all published regular, relief and composite lines, whichever is greater, from a proffered award of known open trips as a "minimum" number of reserves to cover unknown flying.	Manning rate.		3) Junior assign w/in domicile 4) Junior assign from another domicile. <u>Procedure for assignment of open time available beyond 72 hours</u> Awarded on a first-come-first served basis to regular/build-up pilots adding, or trading trips with open time or to pilots on the Volunteer Sign Up List. The results will be made available electronically.
Extension	§25.I.a. Extension defined as involuntary reschedule which is scheduled to conclude more than 1 hour and not to exceed 3 hours beyond the original Trip Hour Period.	§3.N Extension occurs when a pilot is required to fly beyond (either prior to or after) his originally scheduled trip(s) on the final bid award, such pilot shall be paid one and one-half times his hourly rate of pay for all credited time in excess of his originally scheduled trips(s). §3.O Reroute/Reschedule occurs when pilot's release time is later than originally scheduled on final bid award.	§11.J.1-2 •An extension will consist of one round-trip, unless more than two (2) legs are required to return the pilot to his domicile. To qualify as an extension, the added flying must terminate back at the domicile within the same calendar day as the pilot's original trip. Junior manning limits do not apply to extensions. •A pilot extended in accordance with these provisions will be paid involuntary premium pay of the greater of the scheduled or actual flight time of the extension legs flown. §11.E Reassignments may not include a check-in time earlier than the originally scheduled check-in time and the check-out time may be no more than three (3) hours later than the originally scheduled check-out time.	§21.J •A pilot will not be reassigned upon the completion of a stand-up trip or the completion of any other trip that operates between 0100 LT and 0400 LT. •A lineholder reassigned to fly beyond his original trip termination will be returned to his domicile and released at the next transition through any domicile, provided that there is a reserve pilot available to replace him (including any airport standby pilot). •A pilot who is reassigned will be paid at 150% for all flying beyond his originally scheduled trip termination time.	§13.F •The Company may reassign a pilot during the trip-pairing Footprint. •Can only be done when there are no ready reserves available or if the flight to which the pilot is to be reassigned is in danger of failing to depart within the applicable code share partner's contractual performance parameters, such as D+O or A+14.	§25.I.2.a A rescheduled regular pilot shall not be required to report prior to one (1) hour before the report time of his original trip hour period. A rescheduled regular pilot may be assigned one (1) additional round trip, so long as it is scheduled to commence within one (1) hour of his originally scheduled release time, and the trip is not an overnight. §3.E.1.b A regular or build-up pilot rescheduled on a day of duty outside the parameters of §25.I.2.a. (see above) shall be paid and credited, above his guarantee, at one hundred and fifty percent (150%) of his applicable hourly rate for the time scheduled or rescheduled outside those parameters.

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Trip Disruption / Reassignment Process	<p>§25.H.3. ; §25.I.1.</p> <ul style="list-style-type: none"> •Pilot is "Time Available" - can be used for assignment that ends no later than 1 hour after the termination of the original assignment. •If Reassigned more than 1 hour but less than 3 hours beyond original assignment, the Pilot has been 'Extended'. •Premium Pay applies to Extensions and a Pilot may refuse 3 Extensions per year. 	<p>§25.P.2; §25.L</p> <ul style="list-style-type: none"> •A pilot will not be required to fly a junior assignment, or be extended for more than 6 duty hours (measured from the scheduled termination point of the pilot's original trip hour period) or 3 legs, whichever occurs first for more than a total of 10 duty periods in a calendar year unless the pilot consents to perform the flying. •An extension of more than six duty hours or 3 legs, whichever occurs first, shall be known as a "qualifying extension event." •If displaced to allow for consolidation or to ensure two green pilots are not paired together, the displaced pilot will be compensated for his originally scheduled trip(s) or the trip he actually performs, whichever is greater. 	<p>§11.E</p> <ul style="list-style-type: none"> •Reassignments will not include additional overnights. •Reassignments may not include a check-in time earlier than the originally scheduled check-in time and the check-out time may be no more than 3 hours later than the originally scheduled check-out time. •When the first leg of lost flying is scheduled to depart from a station other than the pilot's domicile such pilot must remain available for reassignment or be released to rest at that station at Crew Scheduling's discretion. •A pilot losing flying at a station other than his domicile will not be junior manned into a day off if a reserve pilot is legal and available to replace him via an Eagle or American flight without creating a flight delay. •When a pilot is notified of a schedule change after check-in time he may be assigned an availability period not to exceed four (4) hours from that time, or the end of his original duty day, whichever is earlier. If reassigned, the pilot will fly the reassignment. 	<p>§21.J.2 <u>Reassignment before trip origination</u> Give pilot new assignment within footprint of original assignment; or,- Deadhead the pilot to his layover or next station to continue the remainder of his assigned trip; or,- Place the pilot on RX days during the days he was scheduled to fly.</p> <p>§21.J.3 <u>Reassignment after trip origination</u> Give the pilot a new assignment. A lineholder reassigned to fly beyond his original trip termination will be returned to his domicile and released at the next transition through any domicile, provided that there is a reserve pilot available to replace him (including any airport standby pilot).- Place the pilot on RX days.</p> <p>§21.J.4 <u>Reassignment after trip termination</u> If the Company becomes aware of an open trip 2 hours or more before the scheduled report time, Crew Scheduling will follow open time procedure for assignment.- Otherwise, Crew Scheduling will attempt to assign a reserve pilot including any airport standby to the trip. If that is not possible, a lineholder may be reassigned to the trip.</p>	<p>§13.F</p> <ul style="list-style-type: none"> •The Company may reassign a pilot during the trip-pairing Footprint. •Can only be reassigned when there are no ready reserves available or if the flight to which the pilot is to be reassigned is in danger of failing to depart within the applicable code share partner's contractual performance parameters, such as D+O or A+14. 	<p>§25.I</p> <ul style="list-style-type: none"> •A rescheduled regular pilot shall not be required to report prior to 1 hour before the report time of his original trip hour period. •A rescheduled regular pilot may be assigned 1 additional round trip, so long as it is scheduled to commence within 1 hour of his originally scheduled release time, and the trip is not an overnight.
Monthly Vacation Bidding	<p>§7.D.4.</p> <p>Company posts monthly vacation grid with early bid</p>	<p>§7.D.4</p> <ul style="list-style-type: none"> •For each 80 weeks of earned vacation, by position, 	No provision.	No provision.	No provision.	No provision.

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	package and Pilot may bid or exchange previously awarded weeks with open weeks.	Company will make every week of the year available for vacation bids. •For each 160 weeks, every week of the year will be posted for bid at least twice. •This pattern continues for each add'l 80 weeks of earned vacation. •Any remaining periods will be distributed at Company discretion throughout the year.				
Vacation Shift / Slide / Days Off Adjacent to Vacation	<p>§7.A.5 Vacation will be taken in seven (7) day blocks with minimum Days Off prorated and rounded to the nearest whole number based on the amount of vacation days occurring in that month, in accordance with Appendix D. A Pilot may elect to have one Day Off pre-assigned to either or both end(s) of the vacation period. Such Days Off will be counted toward the Pilot's minimum monthly Days Off. Such election must be submitted electronically to Crew Planning in accordance with paragraph E.2., below.</p> <p>§7.E.1 Prior to bidding, a Pilot may shift his vacation up to three (3) days in either direction.</p>	<p>§7.E.1 <u>Primary Vacation</u> A pilot awarded a primary vacation will be entitled to drop any trip (in its entirety) that is scheduled to operate on a day that falls within his awarded vacation period (i.e. Sunday through Saturday). A primary vacation will entitle a reserve pilot to drop one (1) reserve day immediately prior to his vacation start date and one (1) reserve day immediately after his vacation period ends (if reserve duty is scheduled on either or both of those days). For example, if a reserve pilot has a scheduled reserve day on the Saturday prior to his vacation, and a reserve day scheduled on the Sunday following his vacation, those two reserve days will be dropped.</p> <p>§7.E.1, LOA 10 <u>Non-Primary Vacation</u> A pilot awarded a non-primary vacation will be released from duty by noon on the day prior to the first scheduled day of the vacation period, and shall not be scheduled to report for</p>	<p>§8.E, §8.G <u>Lineholder</u> A pilot may elect to slide the start date of his scheduled vacation block to reduce the number of conflicts. This election will be made known to the Company 24 hours following the preliminary bid award. He may: a. Slide the effective start date up to 3 days earlier to minimize conflicts, orb. Slide the effective start date up to 3 days later to minimize conflicts, orc. Slide the effective start date up to 3 days earlier, then up to 3 days later to minimize conflicts.</p> <p>§8.F, §8.G <u>Reserve</u> A Reserve pilot may elect to slide the start date of his scheduled vacation block in order to eliminate a single day of Reserve availability that is scheduled immediately prior to or after his scheduled vacation block. This election will be made known to the Company 24 hours following the preliminary bid award. He may: a. Slide the effective start</p>	<p>§8.C Vacation will be awarded in 7 day periods.</p> <p>§21.F.2.a.iv A Lineholder may request to move his vacation up to 3 days by giving notice to Crew Planning no later than 72 hours after the initial bid award. The request will be granted if staffing permits. a) If the movement of vacation will not cause it to cross over from one bid period to the next (unless already doing so), then the pilot will be granted the move unless extraordinary circumstances exist. b) If the movement of vacation results in a loss of trips greater than the loss resulting from the vacation as originally scheduled, and the loss (including credit of the vacation days) reduces the pilot's line value below the minimum monthly guarantee, then the pilot will receive the applicable reduced minimum monthly guarantee.</p>	No provision.	<p>§7.C.12 In the event a lineholder's trip penetrates his vacation period, he shall not be required to move his vacation period. In such case, however, he may move his vacation by up to 2 days forward or backward to either avoid having the trip penetrate his vacation period, or to drop the entire trip. If he elects not to move his vacation period, he may either be required to fly a portion of the trip falling outside the vacation period, or have another trip placed on such days. The pilot must notify Crew Planning of his election within 48 hours after the bid award for the vacation month, if he wishes to move his vacation.</p>

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		duty before noon on the day following the last scheduled day of the vacation period. The Company may drop or split trips in order to comply with the release and report times on these days. In addition, a trip may be modified to enable a pilot to start or finish a trip in his domicile.	date 1 day earlier in order to eliminate a single day of Reserve availability that is scheduled immediately prior to his scheduled vacation block, orb. Slide the effective start date 1 day later to eliminate a single day of Reserve availability that is scheduled immediately after his scheduled vacation block, or c. Slide the effective start date 1 day earlier, then 1 day later to eliminate a single day of Reserve availability that is scheduled immediately before or immediately after his scheduled vacation block.			
Additional Virtual Credits	§3.T Short Term Training – 5 hrs/day PC /RFT – 5 hrs/day Vacation – 3.5 hrs/day Part-Time Instructor Assignment – f4 hrs/day Travel Day – 4 hrs/day	No PBS (According to CBA) No virtual credits. §7.C.1; LOA 8 Par. E <u>Vacation pay</u> - 3 hrs/day §14.B, 3.S <u>Sick pay</u> •Lineholder - Trips missed •Reserve - 4:10 hrs/day §11.1; LOA 8 Par. G <u>Training Pay</u> •"Short Term - 3.8 hours per day (no pay for touching trips dropped due to conflict). •Long Term - 2½ hours per day, including scheduled days off and travel days. •Re-test due to failure - 2.2 hours per day. •Special Training - trip pay if in conjunction with assigned trip. •Home Study – 1 hour pay for each 2 hours of FAA training credit earned. §13.H.4 <u>Association leave pay</u>	No PBS (According to CBA) No virtual credits. §8.B <u>Vacation pay</u> •Lineholders - scheduled flight time missed within vacation block (minimum is 3 hours/day) •Reserves - 3.9 hours/duty day §9.B <u>Sick pay</u> •Lineholder pay - Trips missed •Check Airman - 5.25 hrs/day •Reserve pay - 4.9 hrs/day §3.L.1 <u>Long-Term Training pay</u> •Lineholders paid trips missed or 3¾ hrs/day •Reserves paid 3.9 hrs/day for each work day missed §3.L.2 <u>Short-Term Training (Recurrent Ground/Recurrent Flight Training) pay</u> •Lineholder – 3.7 hrs/day	No PBS (According to CBA) No virtual credits. §8.B <u>Vacation pay</u> 3:45/day §9.B <u>Sick pay</u> Lineholder - Trips missed Reserve - 3:45/day <u>Training Pay</u> §14.H.1 Full Month - 80:00 §14.H.2 Partial Month - 3:45/day §14.H.5 Home Study 1:2 §12.J.5 <u>Association leave pay</u> Pilot's hourly rate for each day he is on leave for the scheduled time dropped or 3.75 hours for each reserve	PBS §21.B.9 Virtual credits will be applied to all known absences prior to the close of bids. That virtual credit will have a value of 2.5 hours. *Note that vacation has virtual and paid credit of 21 hrs/week and 3.00 hrs/day for vacation by the day.	No PBS (According to CBA) No virtual credits. §8.B <u>Vacation pay</u> 3:45/day §9.B <u>Sick pay</u> Lineholder - Trips missed Reserve - 3:45/day <u>Training Pay</u> §14.H.1 Full Month - 80:00 §14.H.2 Partial Month - 3:45/day §14.H.5 Home Study 1:2 §12.J.5 <u>Association leave pay</u> Pilot's hourly rate for each day he is on leave for the scheduled time dropped or 3.75 hours for each reserve day dropped.

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		The Association will reimburse the Company for the value of the trip(s) missed (or value of the reserve day(s) missed).	<p>•Reserve – 3.9 hrs/day</p> <p>§3.L.3 Home Study - 50% of FAA assigned value of training module.</p> <p>§4.A New Hire - Minimum 64 hours per month until completion of IOE.</p> <p>§18.G <u>Jury duty</u> - Paid and credited trips missed or 3.9 hours for a reserve day, less money received for performing jury duty</p> <p>§18.H <u>Bereavement leave</u> - Paid and credited Trips missed or 3.9 hours for a reserve day</p> <p>§18.F <u>Association Leave pay</u> - Trips missed or 3.9 hours for a reserve day.</p> <p>§3.D <u>VALUE OF THE DAY</u> 1. Except as provided for in D.3., below, whenever a regular, relief, or composite lineholder is entitled to a daily pay credit, he will receive 3:42. 2. Whenever a pilot assigned to reserve is entitled to a daily pay credit, he will receive 3:54. 3. Whenever a pilot awarded a composite line of time which has a reserve duty day is entitled to a daily pay credit, he will receive 3:54 for such reserve day(s).</p>	day dropped.		

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Exceeding Maximum On Duty Time to Deadhead from Training	<p>§12.H.1-2; LOA 8; §11.M.1.d •Scheduled and actual duty limits of 14 hours and 15 hours, respectively are not applicable to duty periods consisting solely of trans-Atlantic deadhead to/from a training/checking site. •Pilot may waive training duty limitations in order to deadhead to domicile after a training event.</p>	<p>§12.B <u>Report Time</u> <u>Max Scheduled Duty</u> 0600-0759 12:00 plus 1 min per min >0600 0800-1159 14:00 1200-1259 14:00 minus 1 min per min>1200 1300-1659 13:00 1700-1759 13:00 minus 1 min per min>1700 1800-0559 12:00 Actual maximum - 16:00 CDOs - 14:00 scheduled maximum, 15:00 actual §11.I - Note •A duty day that includes the last day of ground school may be scheduled to exceed 14 hours for the purpose of accommodating a deadhead flight only. •If, however, a duty day includes the last day of ground school and deadhead, and the scheduled duty day exceeds 14 hours, the pilot will be credited for the value of the deadhead in addition to the greater of 3.8 hours.</p>	<p>§10.A •14 hours (except CDOs); may exceed with concurrence of Scheduling Committee. •12 hours following a scheduled reduced rest of <9 hoursActual maximum – FARs §17.B.1 No pilot in training will be scheduled for more than 14 hours per day, including scheduled air transportation.</p>	<p>§5.A <u>Report Time</u> <u>Max Sched. Duty*</u> 0430 - 2100 13:30 hours 2101 – 0429 11:00 hours 21.C.2.a CDO - 14 hours §5.A <u>Report Time</u> <u>Max Actual Duty*</u> 0430 - 2100 15:30 hours 2101 – 0429 12:30 hours *except stand-ups or reserve phone availability §14.C.2.b A pilot will not be required to remain on duty for more than 14 hours of training or required travel and training in the same duty period. The calculation of duty time for required travel will be based on the scheduled travel time to a pilot's domicile or, if a pilot travels to or from his home of record, the scheduled travel time to his domicile or home of record, whichever is less.</p>	<p>§13.I.7 CDOs - 14 hours Actual Duty Time Limitation - FARs §6.D. Time spent in transportation may not be considered as flight time for purposes of flight time limitations nor may that time be considered as crew rest for purposes of crew rest requirements. 11.H.4 Pilots shall not be required to attend training for more than 10 hours a day.</p>	<p>§12.E •14:00 hours scheduled •16:00 hours actual 12.F CDOs - max 4 legs, 5:30 hours scheduled flight time §11.H.6 A pilot who attends training away from his domicile shall receive a travel day before and after any required training or checking event. A pilot whose residence is within 150 miles of his domicile airport shall receive a travel day before but not after any required training or checking event at his domicile. A pilot whose residence is more than 150 miles from his domicile airport shall receive a travel day before and after each required training or checking event at his domicile. This travel day may be waived by the pilot. §2 "Duty Time" means all the time which passes from the time a pilot is required to report, or actually does report, whichever occurs later, for duty in a day, until a pilot is released from duty for that day. It shall also include time spent deadheading and training.</p>